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ABSTRACT

This report provides data on faculty racial/ethnic diversity within the Oregon University System (OUS) and summarizes various OUS diversity initiatives to attract and retain faculty of color. It notes that in 1997-98 faculty of color represented 8.4 percent of all faculty (instructional, research, and public service) compared to 7.5 percent in 1995-96. For instructional faculty, faculty of color increased from 7.0 percent in 1995-96 to 9.6 percent in 1998-99. In most instances the representation of faculty of color within the OUS is lower, proportionally, than national figures, except in the case of American Indian/Alaskan Native faculty. Recommendations are provided for continuation of efforts to attract faculty from underrepresented groups and continuation of the OUS Faculty Diversity Initiative. Eight appendixes provide data on full-time faculty by rank, racial/ethnic group, and gender for the OUS and its seven constituent institutions; full-time instructional faculty by rank and racial/ethnic group; and full-time faculty from various racial/ethnic groups nationally and for selected western states. (MDM)

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ED 430 468

Oregon
University
System

Faculty Racial/Ethnic Diversity and Faculty Diversity Initiative Update

Office of Academic Affairs
P.O. Box 3175
Eugene, OR 97403

Prepared for the
Oregon State Board of Higher Education
April 16, 1999

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EXECUTIVE SUMMARY

The American public continues to view the concept of diversity as an important component of the culture. A recent study found that 75% of respondents nationally indicated that colleges and universities should take explicit steps to ensure diversity among faculty. Oregon University System (OUS) institutions remain committed to enhancing diversity among faculty, students, and staff. This report provides an overview of the progress made toward enhanced diversity within faculties at OUS institutions during the period since 1995–96, and also provides an update pertaining to the OUS Faculty Diversity Initiative (FDI) program that was implemented in 1995–96. The FDI program has been a successful asset in the enhancement of representation relating to faculty of color within the OUS.

Gains have been made in the representation of faculty of color within the OUS. Faculty of color, among all (instructional/research/public service) full-time faculty, represented 8.4% of the population in 1997–98. This figure is up from 7.5% in 1995–96, reflecting an absolute gain of 8.5% during the two-year period. In the subset of instructional faculty (which represents the largest group among all full-time faculty), the representation of faculty of color has increased from 7% of the population in 1995–96 to 9.6% of the population in 1998–99, reflecting a gain of 35% during the three-year period. Given the relative recentness of the attraction of greater numbers of faculty of color, the largest concentration of faculty of color is found at the assistant professor rank, representing entry-level positions, within the OUS. Analyses pertaining to the progress made within each racial/ethnic group, and comparisons with national data and data from selected Western states, are included within the report. In most instances, the representation of faculty of color within the OUS is lower, proportionately, than national figures. The exception to this finding relates to the representation of American Indian/Alaskan Native faculty.

Recommendations are provided relating to 1) the continuation of efforts to attract faculty from underrepresented groups; 2) further facilitation of positive environments in which faculty are encouraged to advance through the ranks; 3) continuation of the FDI program; 4) future analyses concerning the representation of part-time faculty and full- and part-time staff; and 5) implementation of modified race/ethnicity reporting guidelines as a result of changing federal standards.

Part I:
OVERVIEW: NATIONAL AND SYSTEMWIDE RESULTS

Introduction

Diversity is an important concept in all aspects of American culture, and it consistently has support from a majority of the public. A poll conducted during summer 1998 by DYG Inc. for the Ford Foundation's Campus Diversity Initiative found that Americans support diversity in higher education and recognize that diversity, in its many forms, is important to student success. One important finding of that study was that 75% of respondents said that colleges and universities should take explicit steps to ensure diversity among faculty. (*Press release*, Ford Foundation Campus Diversity Initiative, October 6, 1998)

As state agencies and federal contractors, Oregon University System (OUS) institutions are required to have affirmative action plans that address the underrepresentation of racial/ethnic groups in employment. Gains continue to be made in the representation of faculty diversity within OUS institutions. As an enhancement of campus-based initiatives, the OUS Faculty Diversity Initiative (FDI) program, implemented during 1995–96, provides supplemental funding toward these efforts. An update of this initiative is included in Part II of this report.

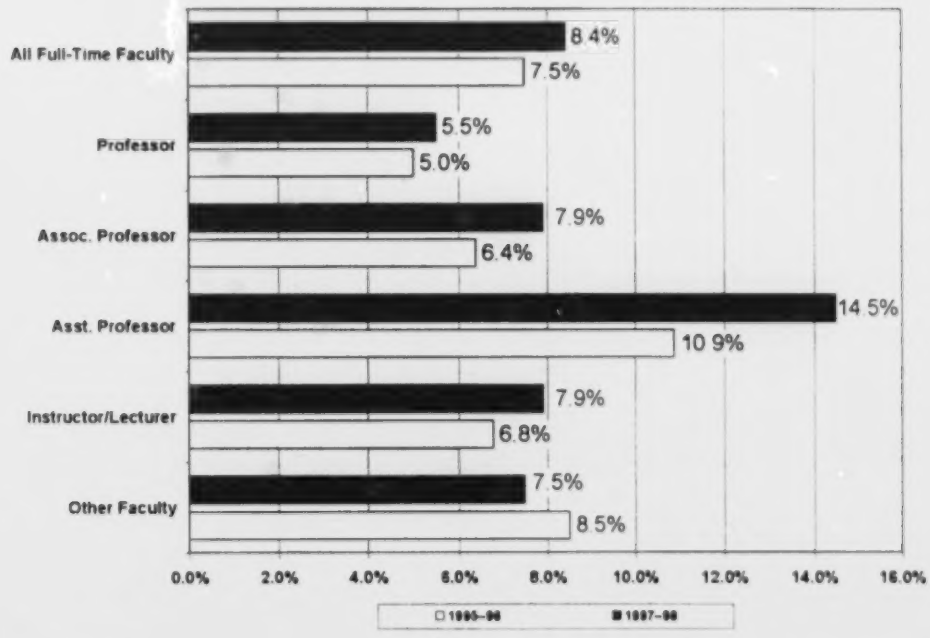
The following sections of this report provide overviews, by race/ethnicity, of 1) the representation of all (instructional, research, and public service) full-time faculty within public institutions granting four-year degrees or higher nationally, within the selected Western states of California, Washington, Idaho and Oregon (including OHSU), and within OUS institutions during 1995–96 and 1997–98 (the most recent years for which comprehensive and comparable national and state data are available); and, 2) the representation of full-time instructional faculty within the OUS between 1995–96 and 1998–99. Analyses of full-time OUS instructional faculty are included because this group represents the majority (nearly two-thirds) of all OUS faculty, and also because data are available for this group relating to the current academic year. The baseline year of 1995–96 is utilized in all analyses in order to facilitate assessment of the progress made in the OUS since the implementation of the FDI program.

There are faculty within the OUS who decline to provide race/ethnicity information, or for whom race/ethnicity was not identified. The number of these individuals among full-time instructional/research/public service faculty during 1997–98 was 100, representing 2.6% of all full-time faculty. Though faculty who are nonresident aliens provide for enhanced diversity within OUS institutions, this group has been separated from the race/ethnicity data in this report in order to facilitate consistent comparisons with national data and data from selected other states. Details regarding both faculty whose race is unknown and faculty who are nonresident aliens are included within selected appendices of this report.

Systemwide Overview and Comparative Data

National and OUS Data for Instructional/Research/Public Service Faculty. Nationally, faculty of color represented 14.1% of all full-time faculty in 1997–98. This figure is up from 13.2% in 1995–96, reflecting an absolute gain in minority faculty of 7.0% during the two-year period. As indicated in Figure 1a, within the OUS, faculty of color represented 8.4% of all full-time faculty in 1997–98. This figure is up from 7.5% in 1995–96, reflecting a gain of 8.5% during the two-year period. At the rank of professor, faculty of color within the OUS increased from 5.0% in 1995–96 to 5.5% in 1997–98. Faculty of color at the rank of associate professor within the OUS increased from 6.4% in 1995–96 to 7.9% in 1997–98. Faculty of color at the rank of assistant professor within the OUS increased from 10.9% in 1995–96 to 14.5% in 1997–98. The proportion of instructors and lecturers who were faculty of color increased from 6.8% in 1995–96 to 7.9% in 1997–98. In the category of other faculty, the representation of faculty of color within the OUS declined from 8.5% in 1995–96 to 7.5% in 1997–98. Analyses of data representing all full-time OUS faculty, by race/ethnicity, rank, gender, and institution, are included in Appendix 1.

Figure 1a
OUS Full-Time Instructional/Research/Public Service Faculty of Color
percentage of total by rank (1995–96 and 1997–98)

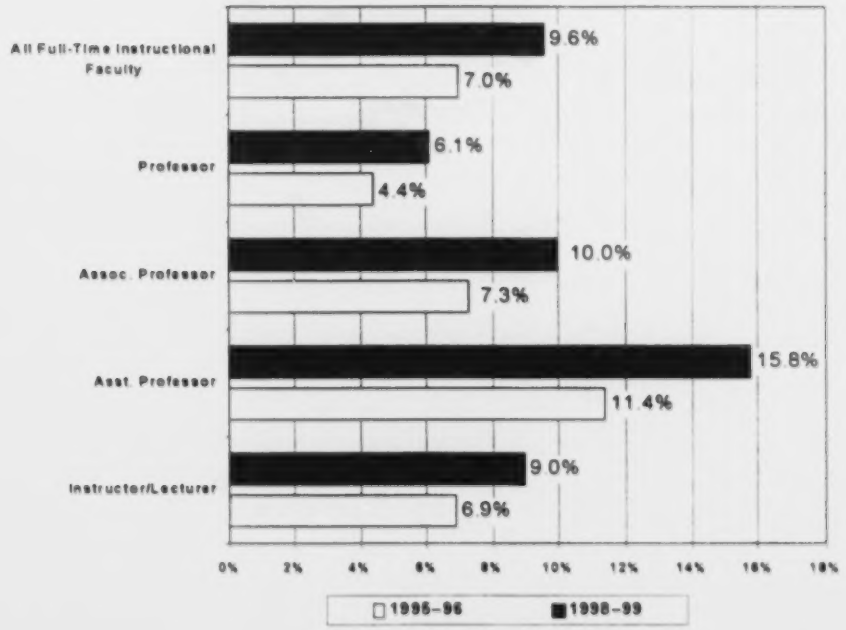


Source: OUS Institutional Research, file run from IPEDS fall staff survey 1995 and 1997

OUS Instructional Faculty. Overall, the total OUS instructional faculty declined slightly between 1995–96 and 1998–99 from 2,366 to 2,321. Nevertheless, there were increases in the numbers and proportions of faculty of color. As indicated in Figure 1b, within the OUS, faculty of color were 223 (9.6 %) of all full-time instructional faculty in 1998–99, up from 165 (7%) in 1995–96. This increase represents growth of 35% during the three-year period. At the rank of professor, the representation

of OUS faculty of color increased from 43 (4.4%) in 1995–96 to 55 (6.1%) in 1998–99. OUS faculty of color at the associate professor rank increased from 52 (7.3%) in 1995–96 to 68 (10%) in 1998–99. OUS faculty of color at the assistant professor rank increased from 57 (11.4%) in 1995–96 to 82 (15.8%) in 1998–99. At the rank of instructor/lecturer, the number of faculty of color increased from 13 (6.9%) in 1995–96 to 18 (9%) in 1998–99. Appendix 2a includes data representing full-time OUS instructional faculty, by rank and institution, illustrating percentages by race/ethnicity. Appendix 2b includes data representing full-time OUS instructional faculty by race/ethnicity, rank and institution, illustrating percentages by race/ethnicity within rank.

Figure 1b
OUS Full-Time Instructional Faculty of Color
percentage of total by rank (1995–96 and 1998–99)



Source: OUS Institutional Research, file run from end-of-October payroll 1995 and end-of-November payroll 1998.

African Americans

National and Selected Western States Data for Instructional/Research and Public Service Faculty

As indicated in Appendices 3a and 3b, nationally during both 1995–96 and 1997–98, African Americans represented 4.7% of all full-time faculty. The proportion of African American faculty in selected Western states remained at 2.9% in California, 0.9% in Oregon (including OHSU), and 0.3% in Idaho during fall 1995 and fall 1997. Washington had a slight increase during this period from 1.6% to 1.7%. OUS institutions experienced a slight increase from 1.0% in 1995–96 to 1.1% in 1997–98 in the representation of all full-time African American faculty.

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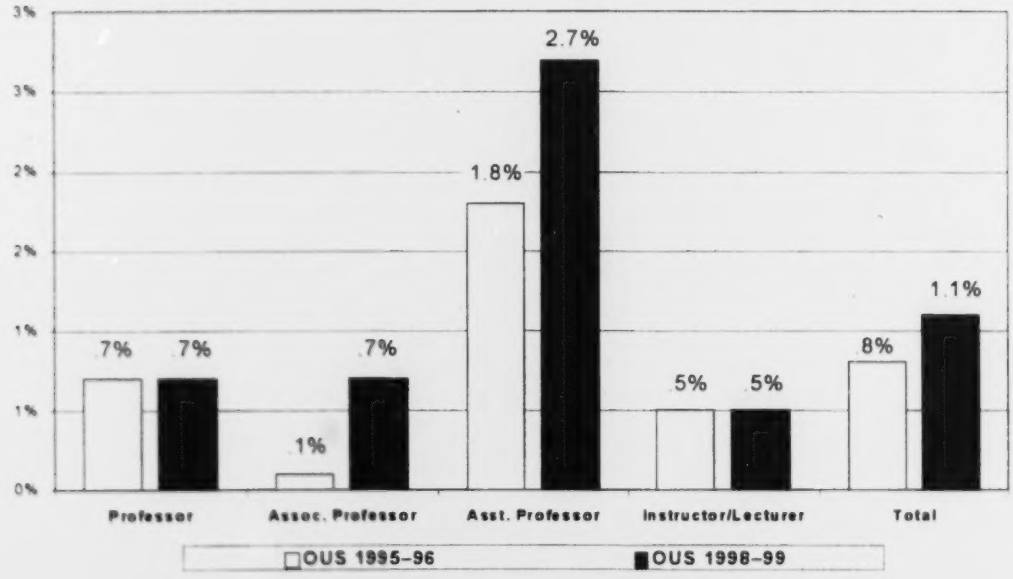
OUS Instructional Faculty. In the three-year period from 1995–96 to 1998–99, the representation of African Americans among full-time OUS instructional faculty increased from 18 (0.8%) to 26 (1.1%). This increase represents growth of 44%. As indicated in Figure 2, during this period the representation of African American professors declined numerically from 7 (0.7%) to 6 (0.7%), associate professors increased from 1 (0.1%) to 5 (0.7%), assistant professors increased from 9 (1.8%) to 14 (2.7%), and the representation among instructors and lecturers remained at 1 (0.5% in both years). The largest concentration (53.8%) of African American full-time instructional faculty within the OUS during 1998-99, as indicated in Appendix 2a, is at the rank of assistant professor.

Figure 2
African American Full-Time Instructional Faculty Representation in the OUS
percentage within rank and total (1995–96 and 1998–99)



Source: OUS Institutional Research, file run from end-of-October payroll 1995 and end-of-November payroll 1998

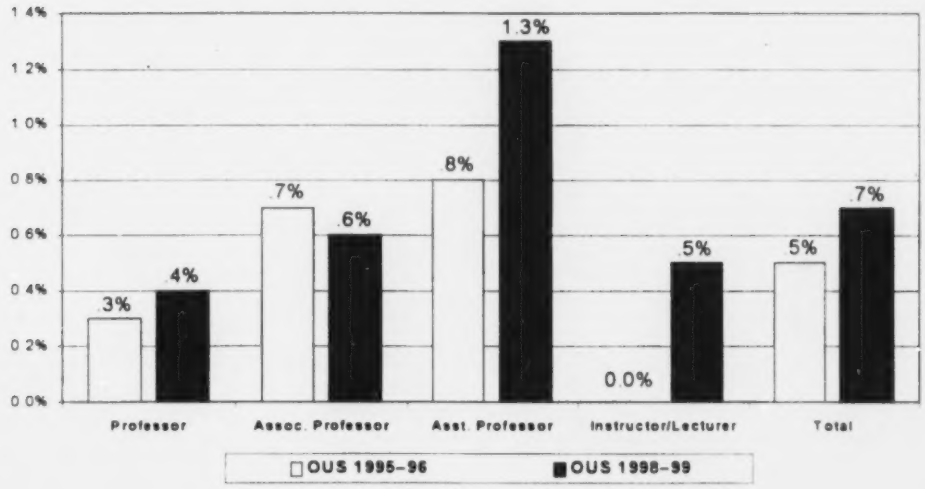
American Indians/Alaskan Natives

National and Selected Western States Data for Instructional/Research/and Public Service Faculty

As indicated in Appendices 4a and 4b, nationally during both 1995–96 and 1997–98, American Indians/Alaskan Natives represented 0.4% of all full-time faculty. The proportion of American Indian/Alaskan Native faculty in selected Western states remained at 0.4% in California, and 0.6% in Oregon (including OHSU). Idaho experienced a slight increase from 0.5% in 1995–96 to 0.6% in 1997–98. Washington had a slight decrease during this period from 0.6% to 0.5%. The representation of all American Indian/Alaskan Native full-time faculty within OUS institutions remained at 0.6% during this period.

OUS Instructional Faculty. In the three-year period from 1995–96 to 1998–99, the representation of American Indians/Alaskan Natives among all OUS instructional faculty increased from 12 (0.5%) to 16 (0.7%), representing growth of 33%. As indicated in Figure 3, during this period the representation of American Indian/Alaskan Native professors increased from 3 (0.3%) to 4 (0.4%), associate professors went from 5 (0.7%) to 4 (0.6%), assistant professors increased from 4 (0.8%) to 7 (1.3%), and instructors and lecturers increased from 0 to 1 (0.5%). The largest concentration (43.8%) of American Indian/Alaskan Native full-time instructional faculty within the OUS during 1998–99, as indicated in Appendix 2a, is at the rank of assistant professor.

Figure 3
American Indian/Alaskan Native
Full-Time Instructional Faculty Representation in the OUS
percentage within rank and total (1995–96 and 1998–99)



Source: OUS Institutional Research, file run from end-of-October payroll 1995 and end-of-November payroll 1998.

Asian/Pacific Americans

National and Selected Western States Data for Instructional/Research and Public Service Faculty

As indicated in Appendices 5a and 5b, nationally during 1995–96, the proportion of Asian/Pacific Americans was 5.9% of all full-time faculty, and had increased by 1997–98 to 6.5% of all full-time faculty. The proportion of Asian/Pacific American faculty in selected Western states increased from 10.6% in 1995–96 to 13.4% in 1997–98 in California; from 5.6% in 1995–96 to 7.8% in 1997–98 in Washington; from 4.1% in 1995–96 to 4.4% in 1997–98 in Oregon (including OHSU); and from 2.5% in 1995–96 to 2.9% in 1997–98 in Idaho. The representation of all Asian/Pacific American full-time faculty within OUS institutions increased from 3.8% in 1995–96 to 4.4% in 1997–98.

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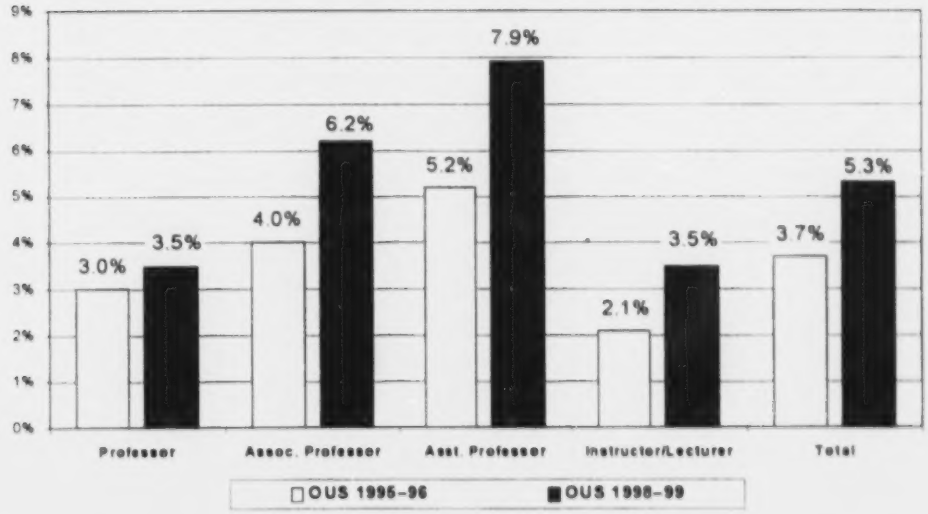
OUS Instructional Faculty. In the three-year period from 1995–96 to 1998–99, the representation of Asian/Pacific Americans among full-time OUS instructional faculty increased from 87 (3.7%) to 123 (5.3%), representing growth of 42%. As indicated in Figure 4, during this period the representation of Asian/Pacific American professors increased from 29 (3.0%) to 32 (3.5%), associate professors increased from 28 (4.0%) to 43 (6.2%), assistant professors increased from 26 (5.2%) to 41 (7.9%), and instructors and lecturers increased from 4 (2.1%) to 7 (3.5%). The largest concentration (35%) of Asian/Pacific American full-time instructional faculty within the OUS during 1998–99, as indicated in Appendix 2a, is at the rank of associate professor.

Figure 4
Asian/Pacific American Full-Time
Instructional Faculty Representation in the OUS
percentage within rank and total (1995–96 and 1998–99)



Source: OUS Institutional Research, file run from end-of-October payroll 1995 and end-of-November payroll 1998.

European Americans

National and Selected Western States Data for Instructional Research and Public Service Faculty

As indicated in Appendices 6a and 6b, nationally European Americans represented 83.9% in 1995–96 and 82.7% in 1997–98 of all full-time faculty. The proportion of European American faculty in selected Western states declined from 76.9% in 1995–96 to 74% in 1997–98 in California; from 85.3% in 1995–96 to 78.7% in 1997–98 in Washington; from 88.3% in 1995–96 to 87.9% in 1997–98 in Oregon (including OHSU); and from 94.8% in 1995–96 to 94.7% in 1997–98 in Idaho. The representation of all European American full-time faculty within OUS institutions declined slightly from 87.4% to 87% during this period.

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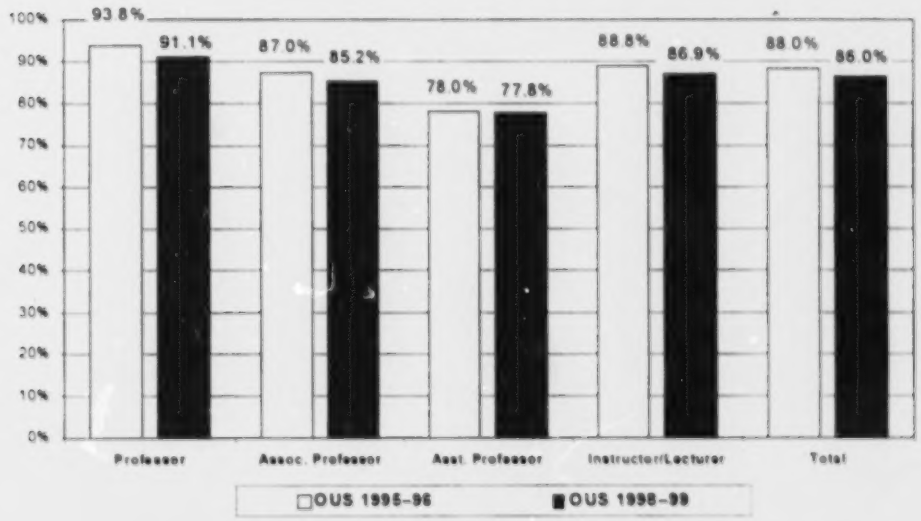
OUS Instructional Faculty. In the three-year period from 1995–96 to 1998–99, the representation of European Americans among full-time OUS instructional faculty declined from 2,081 (88%) to 1,996 (86%). This represents a decrease of –4%. As indicated in Figure 5, during this period the representation of European American professors declined from 902 (93.8%) to 825 (91.1%), associate professors declined from 620 (87%) to 594 (85.2%), assistant professors increased numerically from 391 (78%) to 404 (77.8%), and instructors and lecturers increased numerically from 168 (88.8%) to 173 (86.9%). The largest concentration (41.3%) of full-time instructional European American faculty within the OUS during 1998–99, as indicated in Appendix 2a, is at the rank of professor.

Figure 5
European American Full-Time Instructional Faculty Representation in the OUS
percentage within rank and total (1995–96 and 1998–99)



Source: OUS Institutional Research, file run from end-of-October payroll 1995 and end-of-November payroll 1998

Hispanics/Latinos

National and Selected Western States Data for Instructional Research and Public Service Faculty. As indicated in Appendices 7a and 7b, nationally during 1995–96, the proportion of Hispanics/Latinos was 2.3% of all full-time faculty, and had increased slightly by 1997–98 to 2.5% of all full-time faculty. The proportion of Hispanic/Latino faculty in selected Western states increased from 4.6% in 1995–96 to 5.0% in 1997–98 in California; from 1.5% in 1995–96 to 1.9% in 1997–98 in Washington; from 1.9% in 1995–96 to 2.0% in 1997–98 in Oregon (including OHSU); and from 0.9% in 1995–96 to 1.2% in 1997–98 in Idaho. The representation of all Hispanic/Latino full-time faculty within OUS institutions increased from 2.0% in 1995–96 to 2.3% in 1997–98.

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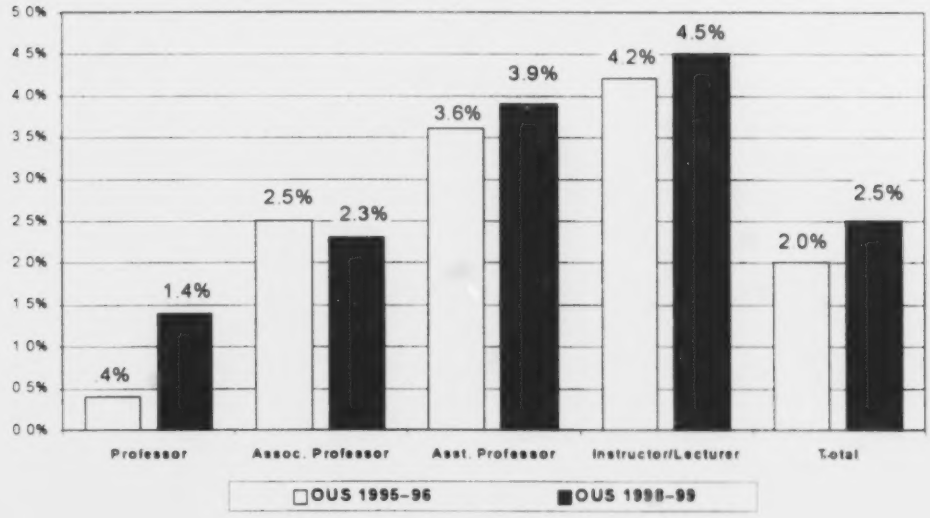
OUS Instructional Faculty. In the three-year period from 1995-96 to 1998-99, the representation of Hispanics/Latinos among full-time OUS instructional faculty increased from 48 (2.0%) to 58 (2.5%), representing growth of 20.8%. As indicated in Figure 6, during this period the representation of Hispanic/Latino professors increased from 4 (0.4%) to 13 (1.4%), associate professors went from 18 (2.5%) to 16 (2.3%), assistant professors increased from 18 (3.6%) to 20 (3.9%), and instructors and lecturers went from 8 (4.2%) to 9 (4.5%). The largest concentration (34.5%) of Hispanic/Latino full-time instructional faculty within the OUS during 1998-99, as indicated in Appendix 2a, is at the rank of assistant professor.

Figure 6
Hispanic/Latino Full-Time Instructional Faculty Representation in the OUS
percentage within rank and total (1995–96 and 1998–99)



Source: OUS Institutional Research, file run from end-of-October payroll 1995 and end-of-November payroll 1998.

In sum, the OUS has made strides toward enhanced diversification of its faculty. Data indicate that the representation of OUS faculty of color has increased significantly, particularly within entry-level positions, within the last few years. The growth of African Americans within associate and assistant professor ranks; of American Indian/Alaskan Natives within the assistant professor rank; of Asian/Pacific Americans within all ranks; and of Hispanic/Latino faculty within the assistant professor and professor ranks are positive trends. Of particular note is the fact that the proportion of American Indian/Alaskan Native faculty in Oregon's public institutions exceeds the proportions found in national data and within the much more diverse state of California. Some of the progress in the diversification of the OUS faculty can be attributed to the implementation of the OUS Faculty Diversity Initiative in 1995-96. Activities related to this program are outlined in Part II of this report.

Part II:
SUMMARY: OUS INITIATIVES

Faculty Diversity Initiative Program Progress

The OUS Faculty Diversity Initiative (FDI) program was approved by the Oregon State Board of Higher Education in February 1995. The purpose of the program is to supplement existing campus affirmative action and diversity efforts. The FDI consists of the following five interrelated programs:

- *Targeted Excellence Faculty Diversity Program*
  This program directs supplemental funds toward the goal of increasing minority group faculty representation. It links System support for hiring a diverse faculty to campus resources and academic program priorities. Campuses may negotiate funding arrangements of up to three years on individual appointments.

- *Postdoctoral Minority Research Fellows Program*
  This program is intended to recruit and appoint promising minority postdoctoral scholars who have recently completed their doctoral degrees in areas where the universities expect faculty openings. Postdoctoral appointments typically enable the continuation of research activities under the general oversight of a senior professor whose expertise is in the same general research area. Candidates appointed to these positions are considered for tenure-track appointment after a year as a fellow.

- *All But Dissertation (ABD) Minority Scholars Program*
  This program is intended to increase campus competitiveness to identify early and hire promising minority group faculty. The program enables OUS institutions to compete nationally for promising scholars with potential to move into tenure-track appointments.

- *Instructionally Related Minority Faculty Doctoral Advancement Program*
  This program provides assistance to minority group nontenure-track faculty and professional staff in instructionally related positions to complete a doctoral degree with support in the form of a forgivable loan. Upon degree completion, candidates are eligible for consideration for tenure-track and administrative/professional positions.

- *Minority Group Graduate Student Pipeline Support Program*
  This program creates opportunities for student transition, from undergraduate to graduate and from graduate level to faculty appointment, in order to enhance campus efforts to recruit promising minority group students to graduate and professional programs.

The FDI has been instrumental in the attraction and advancement of persons of color within the OUS. Each OUS institution has participated in one or more elements of the FDI during the time since the implementation of the program during the 1995–96 academic year. Following is an overview of efforts and achievements, provided by each university, associated with the FDI.

Eastern Oregon University (EOU)
On February 28, 1996, EOU adopted the following provisions relating to the FDI program.

Targets of Opportunity. Outstanding candidates for open faculty positions (or anticipated openings) who advance the affirmative action commitments of the [university] to increase faculty of color and who are judged by the program faculty and school dean as academically appropriate additions to the faculty may, with the agreement of the provost and the [university's] affirmative action officer, be offered appointment without a search.

Bridge Financing. Schools will review their anticipated faculty openings over the next three years, looking at tenure relinquishment agreements and — if it comes to pass — agreements to retire resulting from the proposed early/phased retirement program. Where openings are anticipated in the next three years, schools will use informal means to identify potential faculty who might qualify under the "targets of opportunity" bullet above. Where such opportunities occur and to the extent that EOU's receipt of nonrecurring [OUS] funding of diversity initiatives permits, EOU will provide "bridge financing," allowing a faculty member to join EOU's faculty sooner — perhaps years sooner — than might otherwise be possible.

Following the aforementioned provisions, EOU utilized FDI funding in 1997–98 to attract and employ, as an assistant professor, an American Indian chemistry faculty member. His area of expertise is organic chemistry. FDI funds were used also to support this faculty member during 1998–99. The current faculty member in the area of organic chemistry had signed a tenure relinquishment agreement. The funding permitted EOU to use "bridge financing" for two years to employ the new chemistry faculty member when the opportunity arose. Had the funding not been available, EOU would not have been in any position to make such a hire. Further, the availability of this source of funding stimulated considerable efforts by academic units to locate faculty who, under the above policy, could be hired to fill anticipated openings.

Oregon Institute of Technology (OIT)
In 1997, OIT was able to recruit and hire an Asian faculty member in software engineering technology in the Department of Computer Systems Engineering Technology. She teaches a variety of courses ranging from programming languages, grammar theory, compiler theory, and a research methods course for the graduate program, to fundamental computer programming. In her role teaching Junior Project — a team-oriented, applied two-term sequence course required of both hardware and software majors — she has made special efforts to involve hardware, software, and management faculty in the course. Her student-centered involvement with campus organizations, service as a resource person for Chiloquin High School's Science and Math Investigative Learning Experience, and departmental recruiting activities are valuable assets. The FDI was utilized to support her position during 1997–98 and 1998–99.

Oregon State University (OSU)

Targeted Excellence Faculty Diversity Program, Postdoctoral Minority Research Fellows Program, and ABD Minority Scholars Program. In each year since 1995–96, OSU has utilized FDI funds to promote diversity efforts in several areas. Universitywide, both the number and proportion of faculty of color in tenure-track positions has increased from 1995–96 to 1997–98. In the College of Liberal Arts (CLA), one unit especially targeted for FDI funds, the positive effect of the program is obvious; for example, in 1995–96 and 1996–97, 60% and 63% of all new hires in tenure-track positions were persons of color in CLA.

For the past three years, OSU has maintained its focus on the use of FDI resources to:

- create a "critical mass" of faculty in the CLA;
- strengthen the pipeline of faculty of color in the Colleges of Agricultural Sciences, Science, Engineering, and Forestry; and
- assist units that show a commitment to diversity.

Each year, the Office of Academic Affairs and the Graduate School have announced the availability of FDI funds to the university community. An award of FDI funds carries with it the expectation that a unit must establish its own commitment (through matching funds), future establishment of a tenure-track position, etc. The Office of Academic Affairs earmarked additional funding for "Minority Recruitment and Retention" that matched or exceeded the funds provided by the Chancellor's Office.

In CLA, in particular, FDI funds have been used to provide salary support for new Ph.D.s or faculty new in their careers. For example, in the Department of Foreign Languages and Literatures, a Hispanic/Latino instructor is funded, in part by FDI, awaiting the opening of a tenure-track position in 1999–2000. In 1996–97, a tenure-track search in the Department of Sociology resulted in identifying two scholars of color interested in working at OSU. FDI funds were used to hire both scholars, giving the department and the college time to secure regular funding for both.

FDI funds have been used to offer greater job security to faculty of color paid on grant funds only. For example, in the Department of Fisheries and Wildlife, FDI paid a part of the salary for two years of an Asian woman faculty member who coadministers an academic program aimed at engaging students of color in scientific research. She is a teacher, advisor, and role model for students, and she administers a successful "pipeline" program for students of color. The department and the College continue to pay a portion of her salary and have made a commitment to do so into the future.

In the Colleges of Pharmacy and of Science, FDI funds have been used to provide research "start up" monies to new scholars. Both scholars — an African American woman and a Hispanic/Latino woman — remain at OSU in tenure-track positions.

The School of Education has used FDI funds to support professional development of its junior faculty of color. FDI funds were awarded for two years to an African American man on tenure track, who is in the beginning stages of his career. Another recipient of funds is an African American woman who received her Ph.D. from OSU in December 1997. Currently employed as an instructor in education, she receives professional development funds from FDI to support her scholarly activities. The College

anticipates establishing a tenure-track position in her area in 1999–2000 for which she will be well-positioned to compete.

Minority Group Graduate Student Pipeline Support and Instructionally Related Minority Faculty Doctoral Advancement Programs. Upon funding and implementation of the FDI Program in 1995–96, the Graduate School established a fellowship nomination and selection process with a two-fold objective:

- to enhance campus efforts to recruit and retain promising minority group graduate students having an expressed interest in university teaching and research; and
- to assist minority group nontenure-track faculty and professional staff in instructionally related positions to complete a doctoral degree to enhance their competitiveness for consideration for tenure-track or administrative positions.

During the initial FDI implementation period, nominations were received from graduate units across campus and recipients were selected for awards from funds that were carried forward and distributed during the following academic year. Since 1996–97, $40,000 per year has been distributed in $10,000 increments.

Of the 12 graduate students of color supported by the FDI during the past three years, 10 are continuing in advanced degree programs and 2 have completed them. Upon completion of his doctoral degree in counseling, one Hispanic male was hired in a tenure-track position as an assistant professor in counseling at the University of Northern Iowa. Upon completion of her doctoral degree in education, an African American female was appointed as a fixed term instructor at the OSU School of Education, where she is responsible for teaching students interested in elementary education careers. Of the 10 remaining fellows whose degrees have not yet been completed, 3 (30%) have advanced to doctoral candidacy, 3 (30%) are in the second year of their doctoral degree programs, 2 (20%) are in the first year of doctoral study, and 2 (20%) have modified their degree objectives from doctoral degree pursuit to pursuit of the master's in a different discipline.

An African American female who advanced to candidacy in zoology was awarded the 1997 OSU Outstanding Graduate Teaching Assistant Award for her excellence in teaching. Another African American female was awarded an OUS International Trade and Development Fellowship in recognition of her sustained commitment to international concerns and pursuits and leadership in cooperating with others in cross-cultural contexts. These honors exemplify the quality and caliber of graduate students supported by the FDI.

OSU has been successful at retaining 100% of those students of color who have been funded by the FDI established for graduate student support. To date, almost 42% have completed their doctoral degrees or advanced to doctoral candidacy. Only 2 of 12 fellows have opted for completion of a master's rather than a doctoral degree, both with the intent to complete a Ph.D. program at a later date.

The FDI program encourages graduate departments to recruit promising graduate students of color and to sustain them with matching support through degree completion. There is no singular

centralized program that contributes so directly to diversification of the doctoral student population as does the FDI program. OSU has provided a substantial return on the OUS investment. In 1998–99, the rate of return is represented by an OSU match in excess of 7 to 1 ($295,294 on $40,000). This significant achievement demonstrates the continued commitment of OSU graduate programs to increasing the numbers of graduate students of color, thus strengthening the pipeline of underrepresented individuals committed to future careers in university teaching and research.

In looking to the future, the Graduate School encourages continuation and expansion of the FDI program and will seek ways to broaden and increase campus-based support and participation in this important endeavor.

Portland State University (PSU)

Annual FDI funding has been utilized by PSU during the period from 1995–96 through 1998–99 under both the Targeted Excellence Faculty Diversity Program and the Postdoctoral Minority Research Fellows Program. The availability of these funds has enabled PSU to encourage increased attention to diversity, and, as a result, PSU has experienced accelerated progress toward achieving its overall diversity goals. The university has utilized FDI funds to make targeted hires and has made a fiscal commitment to build the salaries of new hires into the following year's budget.

The FDI dollars received annually in support of PSU's efforts to develop, hire, and retain minority faculty and support minority graduate students has been very valuable. The total efforts have resulted in the increased hiring of minorities into faculty teaching positions, with a 39% increase during the three-year period from fall 1995 to fall 1998.

Since fall 1995, 12 graduate students of Hispanic/Latino, African American, Asian/Pacific American, or American Indian descent have received Minority Graduate Student Pipeline Support Fellowships at PSU. Selected accomplishments of these students include completion of a master's degree in Spanish by a Hispanic student who has entered a Ph.D. program at Princeton University with the specific aim of teaching at the university level; completion of a master's degree in foreign literature and language by a Hispanic student who is currently teaching in the Portland area; and completion of a master's degree in English by an American Indian student who is currently teaching writing at PSU, completing a novel, and studying fiction writing. An African American student in social work and an Asian student in special education/curriculum and instruction are both scheduled to complete master's degrees during 1999. Four students, a Hispanic student in history, an African American student in sociology, an American Indian student in anthropology, and an African American student in English, are in the mid- to final stages of thesis research and writing.

Two pipeline recipients are at the doctoral level. One, an African American student, has developed a community program building on family strengths in the African American community and has presented early results of this program at regional and national conferences. She has presented guest lectures at Columbia University and New York University in her specialization area, clinical approaches to dealing with youth violence, and has served as an instructor at PSU. The second doctoral-level pipeline recipient, a Hispanic student specializing in hospice and end-of-life care, has completed all coursework and the first part of comprehensive exams. She has jointly authored a

paper for publication, served as a teaching assistant in a distance learning course, and will teach a research course at PSU during spring 1999.

In all cases, it has become clear that the pipeline award has made it possible for recipients to continue full-time in their academic programs when it would be impossible otherwise. It is clear also that strong mentoring at the department level is required to maximize the effects of the monetary awards.

Southern Oregon University (SOU)

As of 1998–99, SOU is in its third year of the utilization of FDI funds for a Hispanic faculty member in English; it is also in its second year of funding for an American Indian faculty member in political science and for a Hispanic faculty member in women's studies who also serves as the director of Multicultural Affairs and Diversity Curriculum Programs at the institution.

The Hispanic faculty member in English has established a presence in the Hispanic community of the Rogue Valley and is a leader in outreach to potential and enrolled Hispanic students at SOU. She is involved in several outreach efforts around the valley, including La Clinica de Valle, where she is involved in issues of public health (in general) and women's health (in particular) in the Hispanic community. She has established a multicultural library and seminar room on the campus of SOU and is working on various programs for student, faculty, and community involvement.

The American Indian faculty member in political science has been a strong addition to SOU, bringing an important perspective to the history of American political thought and process. He is also involved in a departmental initiative to support local/regional minority communities with demographic survey research programs.

The Hispanic faculty member in women's studies has been involved in a variety of multicultural initiatives including a series of prejudice reduction/conflict resolution workshops for members of the campus community; a multicultural component development in the university's curriculum; the "Standing Together" program, a leadership initiative that involves middle school, high school, and university students; SOU's Diversity Scholars Program; and activity coordination for various multicultural student unions, as well as SOU's umbrella organization, the Multicultural Student Coalition.

University of Oregon (UO)

Since 1995–96, UO has utilized FDI funding for Graduate Student Pipeline support and Targeted Excellence Faculty Diversity.

Graduate Student Pipeline support funds are currently being used to participate in the WICHE program. During this time period, two minority doctoral students, one in anthropology and one in history, have been awarded these specific funds to support them while completing their advanced degrees. Other financial support comes from the Target of Laurel Opportunity Awards (TOLA), which were instituted in 1991. Since that time, these awards have provided tuition assistance to approximately 56 graduate students of color.

Recruitment figures for the UO for the three-year period showed 26 minority candidates recruited for 109 faculty positions in various departments. This represents approximately 24% of the total faculty hired during the three years. During 1995–96, there were 6 (21%) minority recruitments out of 28; during 1996–97, there were 15 (33%) minority recruitments out of 46; and during 1997–98, there were 5 (14%) minority recruitments out of 35. Departments continue to recruit a diverse pool of candidates. For instance, a recent recruitment for a faculty member resulted in 37 of the 69 total applicants being minority candidates. The university will continue to place advertisements in journals and newspapers with wide circulations, which will help to attract minority applicants.

In the College of Arts and Sciences, the University Minority Recruitment Program has encouraged departments to pursue particular minority candidates, while helping to deliver the means to recruit them. UO has attracted clusters of strong minority faculty in the ethnic literatures program in English, creative writing, and ethnic studies, as well as individual faculty in a wide variety of other programs. The program works particularly well because it is well integrated into the normal recruitment process, rather than a series of individual, *ad hoc* proposals and recruitments. In this way, the program simultaneously helps to recruit strong minority faculty and to build strong instructional and research programs. It is also flexible, in that the funds can be structured to support a variety of purposes over various periods of time.

Support for minority faculty has resulted in expenditures well above the yearly FDI allocation. School/college-level support for minority faculty increased from $220,000 in 1995–96 to $464,000 in 1997–98 and is projected to increase to $594,000 during 1998–99. The UO remains committed to supporting the recruitment and retention of faculty of color.

Of the 26 offers made to minority faculty from 1995–96 through 1997–98, only four were declined. The retention rate for new minority faculty has been excellent. Out of 22 minority faculty who accepted positions during this time, all faculty still remain at the UO with the exception of one person hired as a visiting professor. Retention of senior minority faculty has not been as successful, although the UO has made significant counter offers in these cases. The UO realizes that retention will continue to be an issue and is one that the university will attempt to address. Retention of faculty is often dependent on personal and professional advancement plans of the faculty member as well as issues such as salary.

A diverse faculty is important for minority students who can connect with a minority faculty member with whom they may feel more comfortable and who can understand their issues. The addition of minority faculty could strengthen recruitment of students of color. Both regular faculty and visiting faculty add to the campus climate by sharing experiences gained at other universities and increasing the level of knowledge of issues of diversity. Faculty and students from diverse backgrounds can enhance the learning experience by exposing other students and faculty to a variety of multicultural experiences. Increased numbers of minority faculty help model and mentor opportunities for students of color in their educational experience.

Recent professional appointments of administrative faculty, plus the faculty and student leadership in the President's Council on Race, have strengthened UO's ability to provide leadership in

recruitment and retention activities. New minority faculty have been very instrumental in leading the development of new curricular initiatives. The current student body continues to identify diversity in the curriculum, the faculty, and the student body as important objectives for the institution and a reason why they selected the UO for higher education.

Western Oregon University (WOU)

WOU has utilized FDI funds to support the doctoral advancement of minority faculty members. One African American faculty member in education completed a doctorate and returned to teach at WOU in fall 1998. One Hispanic faculty member, who is in the third year of doctoral study at the University of California — Berkeley, is slated to return to WOU. The university has made arrangements to place this faculty member in a tenure-track assistant professor position in the Education School's Department of Elementary and Secondary Education, effective fall 1999.

Conclusions and Recommendations

1. Systemwide, there has been growth in the representation of faculty of color. However, the growth has been inconsistent in some instances. ***In accordance with campus affirmative action plans, OUS institutions should continue and enhance efforts toward the attraction of faculty of color, particularly those who remain underrepresented, at OUS institutions.*** These efforts will serve to further facilitate a diverse educational environment and the consequent exchange of ideas that are valuable in today's academic arena.

2. The largest concentrations of persons of color are found at the entry-level ranks of the OUS faculty. This finding reflects the relative recentness of the attraction and appointment of larger numbers of faculty of color to the OUS. ***In order to maintain the enhanced momentum experienced by the OUS in relation to the presence of faculty of color, and in order to increase the representation among ranked faculty, institutions should seek to further facilitate positive environments in which faculty are encouraged to advance through the ranks.***

3. The activities associated with the FDI program have been instrumental in regard to the facilitation of enhanced diversity within the OUS. ***The OUS should continue support of the FDI program.***

4. Systemwide reports pertaining to employment diversity have, historically, primarily reviewed the representation of full-time instructional faculty within the OUS. This is an important component of the employment picture. However, part-time faculty and full- and part-time staff have presence and significant impact within the educational environment. ***Future Systemwide reports should periodically include analyses relating to racial/ethnic representation among part-time faculty and full- and part-time staff.***

5. Guidelines from the federal Office of Management and Budgets have established modified reporting protocols relating to the designation of race/ethnicity. These guidelines will be in effect beginning with the 2000 census. Consequently, there is a need for the OUS and other institutions of higher education to collect and analyze relevant and (historically and institutionally) comparable data. ***Chancellor's Office and institutional staff should work to establish and implement Systemwide standards that will comport with federal guidelines and provide, to the greatest extent possible, considerations that address comparability with existing data.***

Appendix 1a

Full-Time Faculty by Academic Rank, Racial/Ethnic Group, and Gender: 1995 and 1997

Oregon University System

Full Professor

	Total		Men		Women	
	1995	1997	1995	1997	1995	1997
Total	937	910	819	768	118	142
Participation Rate	100.0%	100.0%	87.4%	84.4%	12.6%	15.6%
European American	877	841	764	704	113	137
Participation Rate	93.6%	92.4%	81.5%	77.4%	12.1%	15.1%
Total Minority	47	50	45	49	2	1
Participation Rate	5.0%	5.5%	4.8%	5.4%	0.2%	0.1%
African American	8	6	8	6	-	-
Participation Rate	0.9%	0.7%	0.9%	0.7%	0.0%	0.0%
Hispanic/Latino	8	10	8	10	-	-
Participation Rate	0.9%	1.1%	0.9%	1.1%	0.0%	0.0%
Asian/Pacific American	29	32	27	31	2	1
Participation Rate	3.1%	3.5%	2.9%	3.4%	0.2%	0.1%
American Indian/Alaskan Native	2	2	2	2	-	-
Participation Rate	0.2%	0.2%	0.2%	0.2%	0.0%	0.0%
Nonresident Alien	2	1	1	1	1	-
Participation Rate	0.2%	0.1%	0.1%	0.1%	0.1%	0.0%
Unknown	11	18	9	14	2	4
Participation Rate	1.2%	2.0%	1.0%	1.5%	0.2%	0.4%

Associate Professor

	Total		Men		Women	
	1995	1997	1995	1997	1995	1997
Total	831	826	581	547	250	279
Participation Rate	100.0%	100.0%	69.9%	66.2%	30.1%	33.8%
European American	745	728	521	486	224	242
Participation Rate	89.7%	88.1%	62.7%	58.8%	27.0%	29.3%
Total Minority	53	65	39	45	14	20
Participation Rate	6.4%	7.9%	4.7%	5.4%	1.7%	2.4%
African American	2	7	-	5	2	2
Participation Rate	0.2%	0.8%	0.0%	0.6%	0.2%	0.2%
Hispanic/Latino	15	11	11	7	4	4
Participation Rate	1.8%	1.3%	1.3%	0.8%	0.5%	0.5%
Asian/Pacific American	32	41	25	29	7	12
Participation Rate	3.9%	5.0%	3.0%	3.5%	0.8%	1.5%
American Indian/Alaskan Native	4	6	3	4	1	2
Participation Rate	0.5%	0.7%	0.4%	0.5%	0.1%	0.2%
Nonresident Alien	6	1	5	1	1	-
Participation Rate	0.7%	0.1%	0.6%	0.1%	0.1%	0.0%
Unknown	27	32	16	15	11	17
Participation Rate	3.2%	3.9%	1.9%	1.8%	1.3%	2.1%

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Appendix 1a (continued)
Full-Time Faculty by Academic Rank, Racial/Ethnic Group, and Gender: 1995 and 1997
Oregon University System

Assistant Professor

	Total		Men		Women	
	1995	1997	1995	1997	1995	1997
Total	704	697	369	381	335	316
Participation Rate	100.0%	100.0%	52.4%	54.7%	47.6%	45.3%
European American	569	558	293	305	276	253
Participation Rate	80.8%	80.1%	41.6%	43.8%	39.2%	36.3%
Total Minority	77	101	45	57	32	44
Participation Rate	10.9%	14.5%	6.4%	8.2%	4.5%	6.3%
African American	10	15	3	7	7	8
Participation Rate	1.4%	2.2%	0.4%	1.0%	1.0%	1.1%
Hispanic/Latino	23	26	14	15	9	11
Participation Rate	3.3%	3.7%	2.0%	2.2%	1.3%	1.6%
Asian/Pacific American	36	52	23	30	13	22
Participation Rate	5.1%	7.5%	3.3%	4.3%	1.8%	3.2%
American Indian/Alaskan Native	8	8	5	5	3	3
Participation Rate	1.1%	1.1%	0.7%	0.7%	0.4%	0.4%
Nonresident Alien	28	15	16	8	12	7
Participation Rate	4.0%	2.2%	2.3%	1.1%	1.7%	1.0%
Unknown	30	23	15	11	15	12
Participation Rate	4.3%	3.3%	2.1%	1.6%	2.1%	1.7%

Instructor and Lecturer

	Total		Men		Women	
	1995	1997	1995	1997	1995	1997
Total	384	418	171	177	213	241
Participation Rate	100.0%	100.0%	44.5%	42.3%	55.5%	57.7%
European American	339	369	155	162	184	207
Participation Rate	88.3%	88.3%	40.4%	38.8%	47.9%	49.5%
Total Minority	26	33	11	10	15	23
Participation Rate	6.8%	7.9%	2.9%	2.4%	3.9%	5.5%
African American	3	6	2	3	1	3
Participation Rate	0.8%	1.4%	0.5%	0.7%	0.3%	0.7%
Hispanic/Latino	14	18	5	7	9	11
Participation Rate	3.6%	4.3%	1.3%	1.7%	2.3%	2.6%
Asian/Pacific American	7	7	4	-	3	7
Participation Rate	1.8%	1.7%	1.0%	0.0%	0.8%	1.7%
American Indian/Alaskan Native	2	2	-	-	2	2
Participation Rate	0.5%	0.5%	0.0%	0.0%	0.5%	0.5%
Nonresident Alien	12	4	3	3	9	1
Participation Rate	3.1%	1.0%	0.8%	0.7%	2.3%	0.2%
Unknown	7	12	2	2	5	10
Participation Rate	1.8%	2.9%	0.5%	0.5%	1.3%	2.4%

Appendix 1a (continued)
Full-Time Faculty by Academic Rank, Racial/Ethnic Group, and Gender: 1995 and 1997
Oregon University System

Other Faculty

	Total		Men		Women	
	1995	1997	1995	1997	1995	1997
Total	1,068	935	549	467	519	468
Participation Rate	100.0%	100.0%	51.4%	49.9%	48.6%	50.1%
European American	898	798	461	389	437	409
Participation Rate	84.1%	85.3%	43.2%	41.6%	40.9%	43.7%
Total Minority	91	70	45	33	46	37
Participation Rate	8.5%	7.5%	4.2%	3.5%	4.3%	4.0%
African American	17	7	10	5	7	2
Participation Rate	1.6%	0.7%	0.9%	0.5%	0.7%	0.2%
Hispanic/Latino	20	21	11	12	9	9
Participation Rate	1.9%	2.2%	1.0%	1.3%	0.8%	1.0%
Asian/Pacific American	46	36	21	15	25	21
Participation Rate	4.3%	3.9%	2.0%	1.6%	2.3%	2.2%
American Indian/Alaskan Native	8	6	3	1	5	5
Participation Rate	0.7%	0.6%	0.3%	0.1%	0.5%	0.5%
Nonresident Alien	52	52	34	38	18	14
Participation Rate	4.9%	5.6%	3.2%	4.1%	1.7%	1.5%
Unknown	27	15	9	7	18	8
Participation Rate	2.5%	1.6%	0.8%	0.7%	1.7%	0.9%

Grand Total for System

	Total		Men		Women	
	1995	1997	1995	1997	1995	1997
Total	3,924	3,786	2,489	2,340	1,435	1,446
Participation Rate	100.0%	100.0%	63.4%	61.8%	36.6%	38.2%
European American	3,428	3,294	2,194	2,046	1,234	1,248
Participation Rate	87.4%	87.0%	55.9%	54.0%	31.4%	33.0%
Total Minority	294	319	185	194	109	125
Participation Rate	7.5%	8.4%	4.7%	5.1%	2.8%	3.3%
African American	40	41	23	26	17	15
Participation Rate	1.0%	1.1%	0.6%	0.7%	0.4%	0.4%
Hispanic/Latino	80	86	49	51	31	35
Participation Rate	2.0%	2.3%	1.2%	1.3%	0.8%	0.9%
Asian/Pacific American	150	168	100	105	50	63
Participation Rate	3.8%	4.4%	2.5%	2.8%	1.3%	1.7%
American Indian/Alaskan Native	24	24	13	12	11	12
Participation Rate	0.6%	0.6%	0.3%	0.3%	0.3%	0.3%
Nonresident Alien	100	73	59	51	41	22
Participation Rate	2.5%	1.9%	1.5%	1.3%	1.0%	0.6%
Unknown	102	100	51	49	51	51
Participation Rate	2.6%	2.6%	1.3%	1.3%	1.3%	1.3%

Source: IPEDS Fall Staff Survey reports, 1995 and 1997

SMc: 3/23/99

Appendix 1b

Full-Time Faculty by Academic Rank, Racial/Ethnic Group, and Gender: 1995 and 1997

Eastern Oregon University

Full Professor

	Total		Men		Women	
	1995	1997	1995	1997	1995	1997
Total	23	29	23	27	-	2
Participation Rate	100.0%	100.0%	100.0%	93.1%	0.0%	6.9%
European American	22	28	22	26	-	2
Participation Rate	95.7%	96.6%	95.7%	89.7%	0.0%	6.9%
Total Minority	1	1	1	1	-	-
Participation Rate	4.3%	3.4%	4.3%	3.4%	0.0%	0.0%
African American	-	-	-	-	-	-
Participation Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Hispanic/Latino	1	1	1	1	-	-
Participation Rate	4.3%	3.4%	4.3%	3.4%	0.0%	0.0%
Asian/Pacific American	-	-	-	-	-	-
Participation Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
American Indian/Alaskan Native	-	-	-	-	-	-
Participation Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Nonresident Alien	-	-	-	-	-	-
Participation Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Unknown	-	-	-	-	-	-
Participation Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Associate Professor

	Total		Men		Women	
	1995	1997	1995	1997	1995	1997
Total	30	30	19	19	11	11
Participation Rate	100.0%	100.0%	63.3%	63.3%	36.7%	36.7%
European American	29	29	18	18	11	11
Participation Rate	96.7%	96.7%	60.0%	60.0%	36.7%	36.7%
Total Minority	1	1	1	1	-	-
Participation Rate	3.3%	3.3%	3.3%	3.3%	0.0%	0.0%
African/American	-	-	-	-	-	-
Participation Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Hispanic/Latino	-	-	-	-	-	-
Participation Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Asian/Pacific American	1	1	1	1	-	-
Participation Rate	3.3%	3.3%	3.3%	3.3%	0.0%	0.0%
American Indian/Alaskan Native	-	-	-	-	-	-
Participation Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Nonresident Alien	-	-	-	-	-	-
Participation Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Unknown	-	-	-	-	-	-
Participation Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Appendix 1b (continued)

Full-Time Faculty by Academic Rank, Racial/Ethnic Group, and Gender: 1995 and 1997

Eastern Oregon University

Assistant Professor

	Total		Men		Women	
	1995	1997	1995	1997	1995	1997
Total	30	31	14	16	16	15
Participation Rate	100.0%	100.0%	46.7%	51.6%	53.3%	48.4%
European American	24	31	10	16	14	15
Participation Rate	80.0%	100.0%	33.3%	51.6%	46.7%	48.4%
Total Minority	2	-	1	-	1	-
Participation Rate	6.7%	0.0%	3.3%	0.0%	3.3%	0.0%
African American	-	-	-	-	-	-
Participation Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Hispanic/Latino	1	-	-	-	1	-
Participation Rate	3.3%	0.0%	0.0%	0.0%	3.3%	0.0%
Asian/Pacific American	-	-	-	-	-	-
Participation Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
American Indian/Alaskan Native	1	-	1	-	-	-
Participation Rate	3.3%	0.0%	3.3%	0.0%	0.0%	0.0%
Nonresident Alien	-	-	-	-	-	-
Participation Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Unknown	4	-	3	-	1	-
Participation Rate	13.3%	0.0%	10.0%	0.0%	3.3%	0.0%

Instructor and Lecturer

	Total		Men		Women	
	1995	1997	1995	1997	1995	1997
Total	13	5	5	-	8	5
Participation Rate	100.0%	100.0%	38.5%	0.0%	61.5%	100.0%
European American	11	4	5	-	6	4
Participation Rate	84.6%	80.0%	38.5%	0.0%	46.2%	80.0%
Total Minority	1	1	-	-	1	1
Participation Rate	7.7%	20.0%	0.0%	0.0%	7.7%	20.0%
African/American	-	0	-	-	-	-
Participation Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Hispanic/Latino	1	1	-	-	1	1
Participation Rate	7.7%	20.0%	0.0%	0.0%	7.7%	20.0%
Asian/Pacific American	-	-	-	-	-	-
Participation Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
American Indian/Alaskan Native	-	-	-	-	-	-
Participation Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Nonresident Alien	-	-	-	-	-	-
Participation Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Unknown	1	-	-	-	1	-
Participation Rate	7.7%	0.0%	0.0%	0.0%	7.7%	0.0%

Appendix 1b (continued)
Full-Time Faculty by Academic Rank, Racial/Ethnic Group, and Gender: 1995 and 1997
Eastern Oregon University

Other Faculty

	Total		Men		Women	
	1995	1997	1995	1997	1995	1997
Total	-	-	-	-	-	-
Participation Rate	-	-	-	-	-	-
European American	-	-	-	-	-	-
Participation Rate	-	-	-	-	-	-
Total Minority	-	-	-	-	-	-
Participation Rate	-	-	-	-	-	-
African American	-	-	-	-	-	-
Participation Rate	-	-	-	-	-	-
Hispanic/Latino	-	-	-	-	-	-
Participation Rate	-	-	-	-	-	-
Asian/Pacific American	-	-	-	-	-	-
Participation Rate	-	-	-	-	-	-
American Indian/Alaskan Native	-	-	-	-	-	-
Participation Rate	-	-	-	-	-	-
Nonresident Alien	-	-	-	-	-	-
Participation Rate	-	-	-	-	-	-
Unknown	-	-	-	-	-	-
Participation Rate	-	-	-	-	-	-

Grand Total for Institution

	Total		Men		Women	
	1995	1997	1995	1997	1995	1997
Total	96	95	61	62	35	33
Participation Rate	100.0%	100.0%	63.5%	65.3%	36.5%	34.7%
European American	86	92	55	60	31	32
Participation Rate	89.6%	96.8%	57.3%	63.2%	32.3%	33.7%
Total Minority	5	3	3	2	2	1
Participation Rate	5.2%	3.2%	3.1%	2.1%	2.1%	1.1%
African American	-	-	-	-	-	-
Participation Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Hispanic/Latino	3	2	1	1	2	1
Participation Rate	3.1%	2.1%	1.0%	1.1%	2.1%	1.1%
Asian/Pacific American	1	1	1	1	-	-
Participation Rate	1.0%	1.1%	1.0%	1.1%	0.0%	0.0%
American Indian/Alaskan Native	1	-	1	-	-	-
Participation Rate	1.0%	0.0%	1.0%	0.0%	0.0%	0.0%
Nonresident Alien	-	-	-	-	-	-
Participation Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Unknown	5	-	3	-	2	-
Participation Rate	5.2%	0.0%	3.1%	0.0%	2.1%	0.0%

Source: IPEDS Fall Staff Survey reports, 1995 and 1997

SMc: 3/23/99

Appendix 1c

Full-Time Faculty by Academic Rank, Racial/Ethnic Group, and Gender: 1995 and 1997

Oregon Institute of Technology

Full Professor

	Total		Men		Women	
	1995	1997	1995	1997	1995	1997
Total	41	36	38	31	3	5
Participation Rate	100.0%	100.0%	92.7%	86.1%	7.3%	13.9%
European American	41	36	38	31	3	5
Participation Rate	100.0%	100.0%	92.7%	86.1%	7.3%	13.9%
Total Minority	-	-	-	-	-	-
Participation Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
African American	-	-	-	-	-	-
Participation Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Hispanic/Latino	-	-	-	-	-	-
Participation Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Asian/Pacific American	-	-	-	-	-	-
Participation Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
American Indian/Alaskan Native	-	-	-	-	-	-
Participation Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Nonresident Alien	-	-	-	-	-	-
Participation Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Unknown	-	-	-	-	-	-
Participation Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Associate Professor

	Total		Men		Women	
	1995	1997	1995	1997	1995	1997
Total	33	33	26	23	7	10
Participation Rate	100.0%	100.0%	78.8%	69.7%	21.2%	30.3%
European American	30	32	23	22	7	10
Participation Rate	90.9%	97.0%	69.7%	66.7%	21.2%	30.3%
Total Minority	3	1	3	1	-	-
Participation Rate	9.1%	3.0%	9.1%	3.0%	0.0%	0.0%
African/American	-	-	-	-	-	-
Participation Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Hispanic/Latino	2	-	2	-	-	-
Participation Rate	6.1%	0.0%	6.1%	0.0%	0.0%	0.0%
Asian/Pacific American	1	1	1	1	-	-
Participation Rate	3.0%	3.0%	3.0%	3.0%	0.0%	0.0%
American Indian/Alaskan Native	-	-	-	-	-	-
Participation Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Nonresident Alien	-	-	-	-	-	-
Participation Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Unknown	-	-	-	-	-	-
Participation Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Appendix 1c (continued)
Full-Time Faculty by Academic Rank, Racial/Ethnic Group, and Gender: 1995 and 1997
Oregon Institute of Technology

Assistant Professor

	Total		Men		Women	
	1995	1997	1995	1997	1995	1997
Total	33	28	25	20	8	8
Participation Rate	100.0%	100.0%	75.8%	71.4%	24.2%	28.6%
European American	32	26	24	19	8	7
Participation Rate	97.0%	92.9%	72.7%	67.9%	24.2%	25.0%
Total Minority	1	2	1	1	-	1
Participation Rate	3.0%	7.1%	3.0%	3.6%	0.0%	3.6%
African American	-	-	-	-	-	-
Participation Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Hispanic/Latino	1	1	1	1	-	-
Participation Rate	3.0%	3.6%	3.0%	3.6%	0.0%	0.0%
Asian/Pacific American	-	1	-	-	-	1
Participation Rate	0.0%	3.6%	0.0%	0.0%	0.0%	3.6%
American Indian/Alaskan Native	-	-	-	-	-	-
Participation Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Nonresident Alien	-	-	-	-	-	-
Participation Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Unknown	-	-	-	-	-	-
Participation Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Instructor and Lecturer

	Total		Men		Women	
	1995	1997	1995	1997	1995	1997
Total	8	8	2	1	6	7
Participation Rate	100.0%	100.0%	25.0%	12.5%	75.0%	87.5%
European American	8	7	2	1	6	6
Participation Rate	100.0%	87.5%	25.0%	12.5%	75.0%	75.0%
Total Minority	-	1	-	-	-	1
Participation Rate	0.0%	12.5%	0.0%	0.0%	0.0%	12.5%
African/American	-	0	-	-	-	-
Participation Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Hispanic/Latino	-	-	-	-	-	-
Participation Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Asian/Pacific American	-	-	-	-	-	-
Participation Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
American Indian/Alaskan Native	-	1	-	-	-	1
Participation Rate	0.0%	12.5%	0.0%	0.0%	0.0%	12.5%
Nonresident Alien	-	-	-	-	-	-
Participation Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Unknown	-	-	-	-	-	-
Participation Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Appendix 1c (continued)
Full-Time Faculty by Academic Rank, Racial/Ethnic Group, and Gender: 1995 and 1997
Oregon Institute of Technology

Other Faculty

	Total		Men		Women	
	1995	1997	1995	1997	1995	1997
Total	3	7	2	4	1	3
Participation Rate	100.0%	100.0%	66.7%	57.1%	33.3%	42.9%
European American	3	7	2	4	1	3
Participation Rate	100.0%	100.0%	66.7%	57.1%	33.3%	42.9%
Total Minority	-	-	-	-	-	-
Participation Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
African American	-	-	-	-	-	-
Participation Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Hispanic/Latino	-	-	-	-	-	-
Participation Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Asian/Pacific American	-	-	-	-	-	-
Participation Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
American Indian/Alaskan Native	-	-	-	-	-	-
Participation Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Nonresident Alien	-	-	-	-	-	-
Participation Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Unknown	-	-	-	-	-	-
Participation Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Grand Total for Institution

	Total		Men		Women	
	1995	1997	1995	1997	1995	1997
Total	118	112	93	79	25	33
Participation Rate	100.0%	100.0%	78.8%	70.5%	21.2%	29.5%
European American	114	108	89	77	25	31
Participation Rate	96.6%	96.4%	75.4%	68.8%	21.2%	27.7%
Total Minority	4	4	4	2	-	2
Participation Rate	3.4%	3.6%	3.4%	1.8%	0.0%	1.8%
African American	-	-	-	-	-	-
Participation Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Hispanic/Latino	3	1	3	1	-	-
Participation Rate	2.5%	0.9%	2.5%	0.9%	0.0%	0.0%
Asian/Pacific American	1	2	1	1	-	1
Participation Rate	0.8%	1.8%	0.8%	0.9%	0.0%	0.9%
American Indian/Alaskan Native	-	1	-	-	-	1
Participation Rate	0.0%	0.9%	0.0%	0.0%	0.0%	0.9%
Nonresident Alien	-	-	-	-	-	-
Participation Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Unknown	-	-	-	-	-	-
Participation Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Source: IPEDS Fall Staff Survey reports, 1995 and 1997

SMc 3/23/99

Appendix 1d

Full-Time Faculty by Academic Rank, Racial/Ethnic Group, and Gender: 1995 and 1997

Oregon State University

Full Professor

	Total		Men		Women	
	1995	1997	1995	1997	1995	1997
Total	349	351	314	312	35	39
Participation Rate	100.0%	100.0%	90.0%	88.9%	10.0%	11.1%
European American	332	331	299	292	33	39
Participation Rate	95.1%	94.3%	85.7%	83.2%	9.5%	11.1%
Total Minority	15	20	14	20	1	-
Participation Rate	4.3%	5.7%	4.0%	5.7%	0.3%	0.0%
African American	2	2	2	2	-	-
Participation Rate	0.6%	0.6%	0.6%	0.6%	0.0%	0.0%
Hispanic/Latino	1	3	1	3	-	-
Participation Rate	0.3%	0.9%	0.3%	0.9%	0.0%	0.0%
Asian/Pacific American	11	13	10	13	1	-
Participation Rate	3.2%	3.7%	2.9%	3.7%	0.3%	0.0%
American Indian/Alaskan Native	1	2	1	2	-	-
Participation Rate	0.3%	0.6%	0.3%	0.6%	0.0%	0.0%
Nonresident Alien	2	-	1	-	1	-
Participation Rate	0.6%	0.0%	0.3%	0.0%	0.3%	0.0%
Unknown	-	-	-	-	-	-
Participation Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Associate Professor

	Total		Men		Women	
	1995	1997	1995	1997	1995	1997
Total	388	363	293	263	95	100
Participation Rate	100.0%	100.0%	75.5%	72.5%	24.5%	27.5%
European American	362	339	272	244	90	95
Participation Rate	93.3%	93.4%	70.1%	67.2%	23.2%	26.2%
Total Minority	24	24	19	19	5	5
Participation Rate	6.2%	6.6%	4.9%	5.2%	1.3%	1.4%
African/American	1	-	-	-	1	-
Participation Rate	0.3%	0.0%	0.0%	0.0%	0.3%	0.0%
Hispanic/Latino	5	4	4	3	1	1
Participation Rate	1.3%	1.1%	1.0%	0.8%	0.3%	0.3%
Asian/Pacific American	17	18	14	14	3	4
Participation Rate	4.4%	5.0%	3.6%	3.9%	0.8%	1.1%
American Indian/Alaskan Native	1	2	1	2	-	-
Participation Rate	0.3%	0.6%	0.3%	0.6%	0.0%	0.0%
Nonresident Alien	2	-	2	-	-	-
Participation Rate	0.5%	0.0%	0.5%	0.0%	0.0%	0.0%
Unknown	-	-	-	-	-	-
Participation Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Appendix 1d (continued)
Full-Time Faculty by Academic Rank, Racial/Ethnic Group, and Gender: 1995 and 1997
Oregon State University

Assistant Professor

	Total		Men		Women	
	1995	1997	1995	1997	1995	1997
Total	287	266	154	150	133	116
Participation Rate	100.0%	100.0%	53.7%	56.4%	46.3%	43.6%
European American	242	212	126	115	116	97
Participation Rate	84.3%	79.7%	43.9%	43.2%	40.4%	36.5%
Total Minority	32	49	22	33	10	16
Participation Rate	11.1%	18.4%	7.7%	12.4%	3.5%	6.0%
African American	3	4	-	2	3	2
Participation Rate	1.0%	1.5%	0.0%	0.8%	1.0%	0.8%
Hispanic/Latino	7	12	7	10	-	2
Participation Rate	2.4%	4.5%	2.4%	3.8%	0.0%	0.8%
Asian/Pacific American	20	30	14	18	6	12
Participation Rate	7.0%	11.3%	4.9%	6.8%	2.1%	4.5%
American Indian/Alaskan Native	2	3	1	3	1	-
Participation Rate	0.7%	1.1%	0.3%	1.1%	0.3%	0.0%
Nonresident Alien	13	5	6	2	7	3
Participation Rate	4.5%	1.9%	2.1%	0.8%	2.4%	1.1%
Unknown	-	-	-	-	-	-
Participation Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Instructor and Lecturer

	Total		Men		Women	
	1995	1997	1995	1997	1995	1997
Total	184	172	82	78	102	94
Participation Rate	100.0%	100.0%	44.6%	45.3%	55.4%	54.7%
European American	169	159	78	75	91	84
Participation Rate	91.8%	92.4%	42.4%	43.6%	49.5%	48.8%
Total Minority	13	13	4	3	9	10
Participation Rate	7.1%	7.6%	2.2%	1.7%	4.9%	5.8%
African/American	3	4	2	2	1	2
Participation Rate	1.6%	2.3%	1.1%	1.2%	0.5%	1.2%
Hispanic/Latino	6	6	2	1	4	5
Participation Rate	3.3%	3.5%	1.1%	0.6%	2.2%	2.9%
Asian/Pacific American	3	2	-	-	3	2
Participation Rate	1.6%	1.2%	0.0%	0.0%	1.6%	1.2%
American Indian/Alaskan Native	1	1	-	-	1	1
Participation Rate	0.5%	0.6%	0.0%	0.0%	0.5%	0.6%
Nonresident Alien	2	-	-	-	2	-
Participation Rate	1.1%	0.0%	0.0%	0.0%	1.1%	0.0%
Unknown	-	-	-	-	-	-
Participation Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Appendix 1d (continued)
Full-Time Faculty by Academic Rank, Racial/Ethnic Group, and Gender: 1995 and 1997
Oregon State University

Other Faculty

	Total		Men		Women	
	1995	1997	1995	1997	1995	1997
Total	680	503	388	289	292	214
Participation Rate	100.0%	100.0%	57.1%	57.5%	42.9%	42.5%
European American	597	436	339	244	258	192
Participation Rate	87.8%	86.7%	49.9%	48.5%	37.9%	38.2%
Total Minority	48	29	23	17	25	12
Participation Rate	7.1%	5.8%	3.4%	3.4%	3.7%	2.4%
African American	10	1	6	1	4	-
Participation Rate	1.5%	0.2%	0.9%	0.2%	0.6%	0.0%
Hispanic/Latino	7	7	5	5	2	2
Participation Rate	1.0%	1.4%	0.7%	1.0%	0.3%	0.4%
Asian/Pacific American	26	19	11	11	15	8
Participation Rate	3.8%	3.8%	1.6%	2.2%	2.2%	1.6%
American Indian/Alaskan Native	5	2	1	-	4	2
Participation Rate	0.7%	0.4%	0.1%	0.0%	0.6%	0.4%
Nonresident Alien	35	38	26	28	9	10
Participation Rate	5.1%	7.6%	3.8%	5.6%	1.3%	2.0%
Unknown	-	-	-	-	-	-
Participation Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Grand Total for Institution

	Total		Men		Women	
	1995	1997	1995	1997	1995	1997
Total	1,888	1,655	1,231	1,092	657	563
Participation Rate	100.0%	100.0%	65.2%	66.0%	34.8%	34.0%
European American	1,702	1,477	1,114	970	588	507
Participation Rate	90.1%	89.2%	59.0%	58.6%	31.1%	30.6%
Total Minority	132	135	82	92	50	43
Participation Rate	7.0%	8.2%	4.3%	5.6%	2.6%	2.6%
African American	19	11	10	7	9	4
Participation Rate	1.0%	0.7%	0.5%	0.4%	0.5%	0.2%
Hispanic/Latino	26	32	19	22	7	10
Participation Rate	1.4%	1.9%	1.0%	1.3%	0.4%	0.6%
Asian/Pacific American	77	82	49	56	28	26
Participation Rate	4.1%	5.0%	2.6%	3.4%	1.5%	1.6%
American Indian/Alaskan Native	10	10	4	7	6	3
Participation Rate	0.5%	0.6%	0.2%	0.4%	0.3%	0.2%
Nonresident Alien	54	43	35	30	19	13
Participation Rate	2.9%	2.6%	1.9%	1.8%	1.0%	0.8%
Unknown	-	-	-	-	-	-
Participation Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Source: IPEDS Fall Staff Survey reports, 1995 and 1997.

SMc 3/23/99

Appendix 1e

Full-Time Faculty by Academic Rank, Racial/Ethnic Group, and Gender: 1995 and 1997

Portland State University

Full Professor

	Total		Men		Women	
	1995	1997	1995	1997	1995	1997
Total	167	189	137	150	30	39
Participation Rate	100.0%	100.0%	82.0%	79.4%	18.0%	20.6%
European American	145	158	118	124	27	34
Participation Rate	86.8%	83.6%	70.7%	65.6%	16.2%	18.0%
Total Minority	11	12	10	11	1	1
Participation Rate	6.6%	6.3%	6.0%	5.8%	0.6%	0.5%
African American	3	2	3	2	-	-
Participation Rate	1.8%	1.1%	1.8%	1.1%	0.0%	0.0%
Hispanic/Latino	-	-	-	-	-	-
Participation Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Asian/Pacific American	8	10	7	9	1	1
Participation Rate	4.8%	5.3%	4.2%	4.8%	0.6%	0.5%
American Indian/Alaskan Native	-	-	-	-	-	-
Participation Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Nonresident Alien	-	1	-	1	-	-
Participation Rate	0.0%	0.5%	0.0%	0.5%	0.0%	0.0%
Unknown	11	18	9	14	2	4
Participation Rate	6.6%	9.5%	5.4%	7.4%	1.2%	2.1%

Associate Professor

	Total		Men		Women	
	1995	1997	1995	1997	1995	1997
Total	110	112	67	63	43	49
Participation Rate	100.0%	100.0%	60.9%	56.3%	39.1%	43.8%
European American	73	69	45	43	28	26
Participation Rate	66.4%	61.6%	40.9%	38.4%	25.5%	23.2%
Total Minority	8	11	5	5	3	6
Participation Rate	7.3%	9.8%	4.5%	4.5%	2.7%	5.4%
African/American	1	2	-	1	1	1
Participation Rate	0.9%	1.8%	0.0%	0.9%	0.9%	0.9%
Hispanic/Latino	1	1	1	1	-	-
Participation Rate	0.9%	0.9%	0.9%	0.9%	0.0%	0.0%
Asian/Pacific American	4	5	3	2	1	3
Participation Rate	3.6%	4.5%	2.7%	1.8%	0.9%	2.7%
American Indian/Alaskan Native	2	3	1	1	1	2
Participation Rate	1.8%	2.7%	0.9%	0.9%	0.9%	1.8%
Nonresident Alien	3	1	2	1	1	-
Participation Rate	2.7%	0.9%	1.8%	0.9%	0.9%	0.0%
Unknown	26	31	15	14	11	17
Participation Rate	23.6%	27.7%	13.6%	12.5%	10.0%	15.2%

Appendix 1e (continued)
Full-Time Faculty by Academic Rank, Racial/Ethnic Group, and Gender: 1995 and 1997
Portland State University

Assistant Professor

	Total		Men		Women	
	1995	1997	1995	1997	1995	1997
Total	107	109	53	55	54	54
Participation Rate	100.0%	100.0%	49.5%	50.5%	50.5%	49.5%
European American	66	74	33	38	33	36
Participation Rate	61.7%	67.9%	30.8%	34.9%	30.8%	33.0%
Total Minority	10	15	4	7	6	8
Participation Rate	9.3%	13.8%	3.7%	6.4%	5.6%	7.3%
African American	3	7	2	3	1	4
Participation Rate	2.8%	6.4%	1.9%	2.8%	0.9%	3.7%
Hispanic/Latino	2	2	-	-	2	2
Participation Rate	1.9%	1.8%	0.0%	0.0%	1.9%	1.8%
Asian/Pacific American	4	5	1	3	3	2
Participation Rate	3.7%	4.6%	0.9%	2.8%	2.8%	1.8%
American Indian/Alaskan Native	1	1	1	1	-	-
Participation Rate	0.9%	0.9%	0.9%	0.9%	0.0%	0.0%
Nonresident Alien	6	1	4	1	2	-
Participation Rate	5.6%	0.9%	3.7%	0.9%	1.9%	0.0%
Unknown	25	19	12	9	13	10
Participation Rate	23.4%	17.4%	11.2%	8.3%	12.1%	9.2%

Instructor and Lecturer

	Total		Men		Women	
	1995	1997	1995	1997	1995	1997
Total	31	38	13	10	18	28
Participation Rate	100.0%	100.0%	41.9%	26.3%	58.1%	73.7%
European American	25	24	11	7	14	17
Participation Rate	80.6%	63.2%	35.5%	18.4%	45.2%	44.7%
Total Minority	1	2	1	1	-	1
Participation Rate	3.2%	5.3%	3.2%	2.6%	0.0%	2.6%
African/American	-	0	-	-	-	-
Participation Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Hispanic/Latino	1	1	1	1	-	-
Participation Rate	3.2%	2.6%	3.2%	2.6%	0.0%	0.0%
Asian/Pacific American	-	1	-	-	-	1
Participation Rate	0.0%	2.6%	0.0%	0.0%	0.0%	2.6%
American Indian/Alaskan Native	-	-	-	-	-	-
Participation Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Nonresident Alien	-	-	-	-	-	-
Participation Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Unknown	5	12	1	2	4	10
Participation Rate	16.1%	31.6%	3.2%	5.3%	12.9%	26.3%

Appendix 1e (continued)
Full-Time Faculty by Academic Rank, Racial/Ethnic Group, and Gender: 1995 and 1997
Portland State University

Other Faculty

	Total		Men		Women	
	1995	1997	1995	1997	1995	1997
Total	160	207	58	75	102	132
Participation Rate	100.0%	100.0%	36.3%	36.2%	63.8%	63.8%
European American	109	169	38	59	71	110
Participation Rate	68.1%	81.6%	23.8%	28.5%	44.4%	53.1%
Total Minority	24	23	11	9	13	14
Participation Rate	15.0%	11.1%	6.9%	4.3%	8.1%	6.8%
African American	7	5	4	3	3	2
Participation Rate	4.4%	2.4%	2.5%	1.4%	1.9%	1.0%
Hispanic/Latino	7	8	4	5	3	3
Participation Rate	4.4%	3.9%	2.5%	2.4%	1.9%	1.4%
Asian/Pacific American	9	8	3	1	6	7
Participation Rate	5.6%	3.9%	1.9%	0.5%	3.8%	3.4%
American Indian/Alaskan Native	1	2	-	-	1	2
Participation Rate	0.6%	1.0%	0.0%	0.0%	0.6%	1.0%
Nonresident Alien	-	-	-	-	-	-
Participation Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Unknown	27	15	9	7	18	8
Participation Rate	16.9%	7.2%	5.6%	3.4%	11.3%	3.9%

Grand Total for Institution

	Total		Men		Women	
	1995	1997	1995	1997	1995	1997
Total	575	655	328	353	247	302
Participation Rate	100.0%	100.0%	57.0%	53.9%	43.0%	46.1%
European American	418	494	245	271	173	223
Participation Rate	72.7%	75.4%	42.6%	41.4%	30.1%	34.0%
Total Minority	54	63	31	33	23	30
Participation Rate	9.4%	9.6%	5.4%	5.0%	4.0%	4.6%
African American	14	16	9	9	5	7
Participation Rate	2.4%	2.4%	1.6%	1.4%	0.9%	1.1%
Hispanic/Latino	11	12	6	7	5	5
Participation Rate	1.9%	1.8%	1.0%	1.1%	0.9%	0.8%
Asian/Pacific American	25	29	14	15	11	14
Participation Rate	4.3%	4.4%	2.4%	2.3%	1.9%	2.1%
American Indian/Alaskan Native	4	6	2	2	2	4
Participation Rate	0.7%	0.9%	0.3%	0.3%	0.3%	0.6%
Nonresident Alien	9	3	6	3	3	-
Participation Rate	1.6%	0.5%	1.0%	0.5%	0.5%	0.0%
Unknown	94	95	46	46	48	49
Participation Rate	16.3%	14.5%	8.0%	7.0%	8.3%	7.5%

Source: IPEDS Fall Staff Survey reports, 1995 and 1997

SMc: 3/23/99

Appendix 1f

Full-Time Faculty by Academic Rank, Racial/Ethnic Group, and Gender: 1995 and 1997

Southern Oregon University

Full Professor

	Total		Men		Women	
	1995	1997	1995	1997	1995	1997
Total	75	52	63	42	12	10
Participation Rate	100.0%	100.0%	84.0%	80.8%	16.0%	19.2%
European American	70	48	58	38	12	10
Participation Rate	93.3%	92.3%	77.3%	73.1%	16.0%	19.2%
Total Minority	5	4	5	4	-	-
Participation Rate	6.7%	7.7%	6.7%	7.7%	0.0%	0.0%
African American	-	-	-	-	-	-
Participation Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Hispanic/Latino	4	2	4	2	-	-
Participation Rate	5.3%	3.8%	5.3%	3.8%	0.0%	0.0%
Asian/Pacific American	1	2	1	2	-	-
Participation Rate	1.3%	3.8%	1.3%	3.8%	0.0%	0.0%
American Indian/Alaskan Native	-	-	-	-	-	-
Participation Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Nonresident Alien	-	-	-	-	-	-
Participation Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Unknown	-	-	-	-	-	-
Participation Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Associate Professor

	Total		Men		Women	
	1995	1997	1995	1997	1995	1997
Total	52	58	33	32	19	26
Participation Rate	100.0%	100.0%	63.5%	55.2%	36.5%	44.8%
European American	47	51	31	27	16	24
Participation Rate	90.4%	87.9%	59.6%	46.6%	30.8%	41.4%
Total Minority	4	6	1	4	3	2
Participation Rate	7.7%	10.3%	1.9%	6.9%	5.8%	3.4%
African/American	-	-	-	-	-	-
Participation Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Hispanic/Latino	1	2	-	2	1	-
Participation Rate	1.9%	3.4%	0.0%	3.4%	1.9%	0.0%
Asian/Pacific American	3	4	1	2	2	2
Participation Rate	5.8%	6.9%	1.9%	3.4%	3.8%	3.4%
American Indian/Alaskan Native	-	-	-	-	-	-
Participation Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Nonresident Alien	-	-	-	-	-	-
Participation Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Unknown	1	1	1	1	-	-
Participation Rate	1.9%	1.7%	1.9%	1.7%	0.0%	0.0%

Appendix 1f (continued)
Full-Time Faculty by Academic Rank, Racial/Ethnic Group, and Gender: 1995 and 1997
Southern Oregon University

Assistant Professor

	Total		Men		Women	
	1995	1997	1995	1997	1995	1997
Total	28	38	10	21	18	17
Participation Rate	100.0%	100.0%	35.7%	55.3%	64.3%	44.7%
European American	26	30	10	18	16	12
Participation Rate	92.9%	78.9%	35.7%	47.4%	57.1%	31.6%
Total Minority	1	3	-	1	1	2
Participation Rate	3.6%	7.9%	0.0%	2.6%	3.6%	5.3%
African American	-	-	-	-	-	-
Participation Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Hispanic/Latino	1	2	-	-	1	2
Participation Rate	3.6%	5.3%	0.0%	0.0%	3.6%	5.3%
Asian/Pacific American	-	1	-	1	-	-
Participation Rate	0.0%	2.6%	0.0%	2.6%	0.0%	0.0%
American Indian/Alaskan Native	-	-	-	-	-	-
Participation Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Nonresident Alien	-	1	-	-	-	1
Participation Rate	0.0%	2.6%	0.0%	0.0%	0.0%	2.6%
Unknown	1	4	-	2	1	2
Participation Rate	3.6%	10.5%	0.0%	5.3%	3.6%	5.3%

Instructor and Lecturer

	Total		Men		Women	
	1995	1997	1995	1997	1995	1997
Total	24	11	14	5	10	6
Participation Rate	100.0%	100.0%	58.3%	45.5%	41.7%	54.5%
European American	21	11	12	5	9	6
Participation Rate	87.5%	100.0%	50.0%	45.5%	37.5%	54.5%
Total Minority	2	-	1	-	1	-
Participation Rate	8.3%	0.0%	4.2%	0.0%	4.2%	0.0%
African/American	-	-	-	-	-	-
Participation Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Hispanic/Latino	1	-	-	-	1	-
Participation Rate	4.2%	0.0%	0.0%	0.0%	4.2%	0.0%
Asian/Pacific American	1	-	1	-	-	-
Participation Rate	4.2%	0.0%	4.2%	0.0%	0.0%	0.0%
American Indian/Alaskan Native	-	-	-	-	-	-
Participation Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Nonresident Alien	-	-	-	-	-	-
Participation Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Unknown	1	-	1	-	-	-
Participation Rate	4.2%	0.0%	4.2%	0.0%	0.0%	0.0%

Appendix 1f (continued)
Full-Time Faculty by Academic Rank, Racial/Ethnic Group, and Gender: 1995 and 1997
Southern Oregon University

Other Faculty

	Total		Men		Women	
	1995	1997	1995	1997	1995	1997
Total	-	-	-	-	-	-
Participation Rate	-	-	-	-	-	-
European American	-	-	-	-	-	-
Participation Rate	-	-	-	-	-	-
Total Minority	-	-	-	-	-	-
Participation Rate	-	-	-	-	-	-
African American	-	-	-	-	-	-
Participation Rate	-	-	-	-	-	-
Hispanic/Latino	-	-	-	-	-	-
Participation Rate	-	-	-	-	-	-
Asian/Pacific American	-	-	-	-	-	-
Participation Rate	-	-	-	-	-	-
American Indian/Alaskan Native	-	-	-	-	-	-
Participation Rate	-	-	-	-	-	-
Nonresident Alien	-	-	-	-	-	-
Participation Rate	-	-	-	-	-	-
Unknown	-	-	-	-	-	-
Participation Rate	-	-	-	-	-	-

Grand Total for Institution

	Total		Men		Women	
	1995	1997	1995	1997	1995	1997
Total	179	159	120	100	59	59
Participation Rate	100.0%	100.0%	67.0%	62.9%	33.0%	37.1%
European American	164	140	111	88	53	52
Participation Rate	91.6%	88.1%	62.0%	55.3%	29.6%	32.7%
Total Minority	12	13	7	9	5	4
Participation Rate	6.7%	8.2%	3.9%	5.7%	2.8%	2.5%
African American	-	-	-	-	-	-
Participation Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Hispanic/Latino	7	6	4	4	3	2
Participation Rate	3.9%	3.8%	2.2%	2.5%	1.7%	1.3%
Asian/Pacific American	5	7	3	5	2	2
Participation Rate	2.8%	4.4%	1.7%	3.1%	1.1%	1.3%
American Indian/Alaskan Native	-	-	-	-	-	-
Participation Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Nonresident Alien	-	1	-	-	-	1
Participation Rate	0.0%	0.6%	0.0%	0.0%	0.0%	0.6%
Unknown	3	5	2	3	1	2
Participation Rate	1.7%	3.1%	1.1%	1.9%	0.6%	1.3%

Source: IPEDS Fall Staff Survey reports, 1995 and 1997.

SMc: 3/23/99

Appendix 1g

Full-Time Faculty by Academic Rank, Racial/Ethnic Group, and Gender: 1995 and 1997

University of Oregon

Full Professor

	Total		Men		Women	
	1995	1997	1995	1997	1995	1997
Total	241	219	207	176	34	43
Participation Rate	100.0%	100.0%	85.9%	80.4%	14.1%	19.6%
European American	228	208	194	165	34	43
Participation Rate	94.6%	95.0%	80.5%	75.3%	14.1%	19.6%
Total Minority	13	11	13	11	-	-
Participation Rate	5.4%	5.0%	5.4%	5.0%	0.0%	0.0%
African American	3	2	3	2	-	-
Participation Rate	1.2%	0.9%	1.2%	0.9%	0.0%	0.0%
Hispanic/Latino	2	3	2	3	-	-
Participation Rate	0.8%	1.4%	0.8%	1.4%	0.0%	0.0%
Asian/Pacific American	8	6	8	6	-	-
Participation Rate	3.3%	2.7%	3.3%	2.7%	0.0%	0.0%
American Indian/Alaskan Native	-	-	-	-	-	-
Participation Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Nonresident Alien	-	-	-	-	-	-
Participation Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Unknown	-	-	-	-	-	-
Participation Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Associate Professor

	Total		Men		Women	
	1995	1997	1995	1997	1995	1997
Total	181	197	122	127	59	70
Participation Rate	100.0%	100.0%	67.4%	64.5%	32.6%	35.5%
European American	168	177	112	113	56	64
Participation Rate	92.8%	89.8%	61.9%	57.4%	30.9%	32.5%
Total Minority	12	20	9	14	3	6
Participation Rate	6.6%	10.2%	5.0%	7.1%	1.7%	3.0%
African/American	-	4	-	3	-	1
Participation Rate	0.0%	2.0%	0.0%	1.5%	0.0%	0.5%
Hispanic/Latino	5	3	3	1	2	2
Participation Rate	2.8%	1.5%	1.7%	0.5%	1.1%	1.0%
Asian/Pacific American	6	12	5	9	1	3
Participation Rate	3.3%	6.1%	2.8%	4.6%	0.6%	1.5%
American Indian/Alaskan Native	1	1	1	1	-	-
Participation Rate	0.6%	0.5%	0.6%	0.5%	0.0%	0.0%
Nonresident Alien	1	-	1	-	-	-
Participation Rate	0.6%	0.0%	0.6%	0.0%	0.0%	0.0%
Unknown	-	-	-	-	-	-
Participation Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Appendix 1g (continued)
Full-Time Faculty by Academic Rank, Racial/Ethnic Group, and Gender: 1995 and 1997
University of Oregon

Assistant Professor

	Total		Men		Women	
	1995	1997	1995	1997	1995	1997
Total	165	159	86	87	79	72
Participation Rate	100.0%	100.0%	52.1%	54.7%	47.9%	45.3%
European American	130	123	65	68	65	55
Participation Rate	78.8%	77.4%	39.4%	42.8%	39.4%	34.6%
Total Minority	28	29	16	14	12	15
Participation Rate	17.0%	18.2%	9.7%	8.8%	7.3%	9.4%
African American	3	3	1	2	2	1
Participation Rate	1.8%	1.9%	0.6%	1.3%	1.2%	0.6%
Hispanic/Latino	11	9	6	4	5	5
Participation Rate	6.7%	5.7%	3.6%	2.5%	3.0%	3.1%
Asian/Pacific American	10	13	7	7	3	6
Participation Rate	6.1%	8.2%	4.2%	4.4%	1.8%	3.8%
American Indian/Alaskan Native	4	4	2	1	2	3
Participation Rate	2.4%	2.5%	1.2%	0.6%	1.2%	1.9%
Nonresident Alien	7	7	5	5	2	2
Participation Rate	4.2%	4.4%	3.0%	3.1%	1.2%	1.3%
Unknown	-	-	-	-	-	-
Participation Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Instructor and Lecturer

	Total		Men		Women	
	1995	1997	1995	1997	1995	1997
Total	103	99	48	46	55	53
Participation Rate	100.0%	100.0%	46.6%	46.5%	53.4%	53.5%
European American	85	86	40	39	45	47
Participation Rate	82.5%	86.9%	38.8%	39.4%	43.7%	47.5%
Total Minority	8	11	5	5	3	6
Participation Rate	7.8%	11.1%	4.9%	5.1%	2.9%	6.1%
African/American	-	0	-	-	-	-
Participation Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Hispanic/Latino	5	8	2	5	3	3
Participation Rate	4.9%	8.1%	1.9%	5.1%	2.9%	3.0%
Asian/Pacific American	3	3	3	-	-	3
Participation Rate	2.9%	3.0%	2.9%	0.0%	0.0%	3.0%
American Indian/Alaskan Native	-	-	-	-	-	-
Participation Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Nonresident Alien	10	2	3	2	7	-
Participation Rate	9.7%	2.0%	2.9%	2.0%	6.8%	0.0%
Unknown	-	-	-	-	-	-
Participation Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Appendix 1g (continued)
Full-Time Faculty by Academic Rank, Racial/Ethnic Group, and Gender: 1995 and 1997
University of Oregon

Other Faculty

	Total		Men		Women	
	1995	1997	1995	1997	1995	1997
Total	169	156	84	82	85	74
Participation Rate	100.0%	100.0%	49.7%	52.6%	50.3%	47.4%
European American	141	133	69	68	72	65
Participation Rate	83.4%	85.3%	40.8%	43.6%	42.6%	41.7%
Total Minority	11	9	7	4	4	5
Participation Rate	6.5%	5.8%	4.1%	2.6%	2.4%	3.2%
African American	-	1	-	1	-	-
Participation Rate	0.0%	0.6%	0.0%	0.6%	0.0%	0.0%
Hispanic/Latino	1	1	-	1	1	-
Participation Rate	0.6%	0.6%	0.0%	0.6%	0.6%	0.0%
Asian/Pacific American	9	7	6	2	3	5
Participation Rate	5.3%	4.5%	3.6%	1.3%	1.8%	3.2%
American Indian/Alaskan Native	1	-	1	-	-	-
Participation Rate	0.6%	0.0%	0.6%	0.0%	0.0%	0.0%
Nonresident Alien	17	14	8	10	9	4
Participation Rate	10.1%	9.0%	4.7%	6.4%	5.3%	2.6%
Unknown	-	-	-	-	-	-
Participation Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Grand Total for Institution

	Total		Men		Women	
	1995	1997	1995	1997	1995	1997
Total	859	830	547	518	312	312
Participation Rate	100.0%	100.0%	63.7%	62.4%	36.3%	37.6%
European American	752	727	480	453	272	274
Participation Rate	87.5%	87.6%	55.9%	54.6%	31.7%	33.0%
Total Minority	72	80	50	48	22	32
Participation Rate	8.4%	9.6%	5.8%	5.8%	2.6%	3.9%
African American	6	10	4	8	2	2
Participation Rate	0.7%	1.2%	0.5%	1.0%	0.2%	0.2%
Hispanic/Latino	24	24	13	14	11	10
Participation Rate	2.8%	2.9%	1.5%	1.7%	1.3%	1.2%
Asian/Pacific American	36	41	29	24	7	17
Participation Rate	4.2%	4.9%	3.4%	2.9%	0.8%	2.0%
American Indian/Alaskan Native	6	5	4	2	2	3
Participation Rate	0.7%	0.6%	0.5%	0.2%	0.2%	0.4%
Nonresident Alien	35	23	17	17	18	6
Participation Rate	4.1%	2.8%	2.0%	2.0%	2.1%	0.7%
Unknown	-	-	-	-	-	-
Participation Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Source: IPEDS Fall Staff Survey reports, 1995 and 1997

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Appendix 1h

Full-Time Faculty by Academic Rank, Racial/Ethnic Group, and Gender: 1995 and 1997

Western Oregon University

Full Professor

	Total		Men		Women	
	1995	1997	1995	1997	1995	1997
Total	41	34	37	30	4	4
Participation Rate	100.0%	100.0%	90.2%	88.2%	9.8%	11.8%
European American	39	32	35	28	4	4
Participation Rate	95.1%	94.1%	85.4%	82.4%	9.8%	11.8%
Total Minority	2	2	2	2	-	-
Participation Rate	4.9%	5.9%	4.9%	5.9%	0.0%	0.0%
African American	-	-	-	-	-	-
Participation Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Hispanic/Latino	-	1	-	1	-	-
Participation Rate	0.0%	2.9%	0.0%	2.9%	0.0%	0.0%
Asian/Pacific American	1	1	1	1	-	-
Participation Rate	2.4%	2.9%	2.4%	2.9%	0.0%	0.0%
American Indian/Alaskan Native	1	-	1	-	-	-
Participation Rate	2.4%	0.0%	2.4%	0.0%	0.0%	0.0%
Nonresident Alien	-	-	-	-	-	-
Participation Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Unknown	-	-	-	-	-	-
Participation Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Associate Professor

	Total		Men		Women	
	1995	1997	1995	1997	1995	1997
Total	37	33	21	20	16	13
Participation Rate	100.0%	100.0%	56.8%	60.6%	43.2%	39.4%
European American	36	31	20	19	16	12
Participation Rate	97.3%	93.9%	54.1%	57.6%	43.2%	36.4%
Total Minority	1	2	1	1	-	1
Participation Rate	2.7%	6.1%	2.7%	3.0%	0.0%	3.0%
African/American	-	1	-	1	-	-
Participation Rate	0.0%	3.0%	0.0%	3.0%	0.0%	0.0%
Hispanic/Latino	1	1	1	-	-	1
Participation Rate	2.7%	3.0%	2.7%	0.0%	0.0%	3.0%
Asian/Pacific American	-	-	-	-	-	-
Participation Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
American Indian/Alaskan Native	-	-	-	-	-	-
Participation Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Nonresident Alien	-	-	-	-	-	-
Participation Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Unknown	-	-	-	-	-	-
Participation Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Appendix 1h (continued)
Full-Time Faculty by Academic Rank, Racial/Ethnic Group, and Gender: 1995 and 1997
Western Oregon University

Assistant Professor

	Total		Men		Women	
	1995	1997	1995	1997	1995	1997
Total	54	66	27	32	27	34
Participation Rate	100.0%	100.0%	50.0%	48.5%	50.0%	51.5%
European American	49	62	25	31	24	31
Participation Rate	90.7%	93.9%	46.3%	47.0%	44.4%	47.0%
Total Minority	3	3	1	1	2	2
Participation Rate	5.6%	4.5%	1.9%	1.5%	3.7%	3.0%
African American	1	1	-	-	1	1
Participation Rate	1.9%	1.5%	0.0%	0.0%	1.9%	1.5%
Hispanic/Latino	-	-	-	-	-	-
Participation Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Asian/Pacific American	2	2	1	1	1	1
Participation Rate	3.7%	3.0%	1.9%	1.5%	1.9%	1.5%
American Indian/Alaskan Native	-	-	-	-	-	-
Participation Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Nonresident Alien	2	1	1	-	1	1
Participation Rate	3.7%	1.5%	1.9%	0.0%	1.9%	1.5%
Unknown	-	-	-	-	-	-
Participation Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Instructor and Lecturer

	Total		Men		Women	
	1995	1997	1995	1997	1995	1997
Total	21	85	7	37	14	48
Participation Rate	100.0%	100.0%	33.3%	43.5%	66.7%	56.5%
European American	20	78	7	35	13	43
Participation Rate	95.2%	91.8%	33.3%	41.2%	61.9%	50.6%
Total Minority	1	5	-	1	1	4
Participation Rate	4.8%	5.9%	0.0%	1.2%	4.8%	4.7%
African/American	-	2	0	1	0	1
Participation Rate	0.0%	2.4%	0.0%	1.2%	0.0%	1.2%
Hispanic/Latino	-	2	-	-	-	2
Participation Rate	0.0%	2.4%	0.0%	0.0%	0.0%	2.4%
Asian/Pacific American	-	1	-	-	-	1
Participation Rate	0.0%	1.2%	0.0%	0.0%	0.0%	1.2%
American Indian/Alaskan Native	1	-	-	-	1	-
Participation Rate	4.8%	0.0%	0.0%	0.0%	4.8%	0.0%
Nonresident Alien	-	2	-	1	-	1
Participation Rate	0.0%	2.4%	0.0%	1.2%	0.0%	1.2%
Unknown	-	-	-	-	-	-
Participation Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Appendix 1h (continued)
Full-Time Faculty by Academic Rank, Racial/Ethnic Group, and Gender: 1995 and 1997
Western Oregon University

Other Faculty

	Total		Men		Women	
	1995	1997	1995	1997	1995	1997
Total	56	62	17	17	39	45
Participation Rate	100.0%	100.0%	30.4%	27.4%	69.6%	72.6%
European American	48	53	13	14	35	39
Participation Rate	85.7%	85.5%	23.2%	22.6%	62.5%	62.9%
Total Minority	8	9	4	3	4	6
Participation Rate	14.3%	14.5%	7.1%	4.8%	7.1%	9.7%
African American	-	-	-	-	-	-
Participation Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Hispanic/Latino	5	5	2	1	3	4
Participation Rate	8.9%	8.1%	3.6%	1.6%	5.4%	6.5%
Asian/Pacific American	2	2	1	1	1	1
Participation Rate	3.6%	3.2%	1.8%	1.6%	1.8%	1.6%
American Indian/Alaskan Native	1	2	1	1	-	1
Participation Rate	1.8%	3.2%	1.8%	1.6%	0.0%	1.6%
Nonresident Alien	-	-	-	-	-	-
Participation Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Unknown	-	-	-	-	-	-
Participation Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Grand Total for Institution

	Total		Men		Women	
	1995	1997	1995	1997	1995	1997
Total	209	280	109	136	100	144
Participation Rate	100.0%	100.0%	52.2%	48.6%	47.8%	51.4%
European American	192	256	100	127	92	129
Participation Rate	91.9%	91.4%	47.8%	45.4%	44.0%	46.1%
Total Minority	15	21	8	8	7	13
Participation Rate	7.2%	7.5%	3.8%	2.9%	3.3%	4.6%
African American	1	4	-	2	1	2
Participation Rate	0.5%	1.4%	0.0%	0.7%	0.5%	0.7%
Hispanic/Latino	6	9	3	2	3	7
Participation Rate	2.9%	3.2%	1.4%	0.7%	1.4%	2.5%
Asian/Pacific American	5	6	3	3	2	3
Participation Rate	2.4%	2.1%	1.4%	1.1%	1.0%	1.1%
American Indian/Alaskan Native	3	2	2	1	1	1
Participation Rate	1.4%	0.7%	1.0%	0.4%	0.5%	0.4%
Nonresident Alien	2	3	1	1	1	2
Participation Rate	1.0%	1.1%	0.5%	0.4%	0.5%	0.7%
Unknown	-	-	-	-	-	-
Participation Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Source: IPEDS Fall Staff Survey reports, 1995 and 1997

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Appendix 2a

Number of Full-Time Instructional Faculty by Rank and Ethnic Group

New and Continuing Faculty
Academic Year 1998–99
(percent in each rank within each ethnic group)

	Professor		Assoc. Professor		Asst. Professor		Instructor/ Lecturer		Total	
	N	% of total	N	% of total	N	% of total	N	% of total	N	% of total
Eastern Oregon University										
American Indian/Alaskan Native	0	0.0%	0	0.0%	1	100.0%	0	0.0%	1	100.0%
Asian/Pacific American	0	0.0%	1	100.0%	0	0.0%	0	0.0%	1	100.0%
European American	22	33.3%	26	39.4%	15	22.7%	3	4.5%	66	100.0%
Hispanic/Latino	1	50.0%	0	0.0%	1	50.0%	0	0.0%	2	100.0%
Unknown	0	0.0%	1	50.0%	1	50.0%	0	0.0%	2	100.0%
All	23	31.9%	28	38.9%	18	25.0%	3	4.2%	72	100.0%
Oregon Institute of Technology										
American Indian/Alaskan Native	0	0.0%	0	0.0%	0	0.0%	1	100.0%	1	100.0%
Asian/Pacific American	0	0.0%	1	33.3%	2	66.7%	0	0.0%	3	100.0%
European American	32	31.7%	27	26.7%	34	33.7%	8	7.9%	101	100.0%
Hispanic/Latino	0	0.0%	1	100.0%	0	0.0%	0	0.0%	1	100.0%
All	32	30.2%	29	27.4%	36	34.0%	9	8.5%	106	100.0%
Oregon State University										
African American	1	16.7%	0	0.0%	4	66.7%	1	16.7%	6	100.0%
American Indian/Alaskan Native	3	75.0%	0	0.0%	1	25.0%	0	0.0%	4	100.0%
Asian/Pacific American	14	28.0%	17	34.0%	17	34.0%	2	4.0%	50	100.0%
European American	292	44.6%	218	33.3%	92	14.0%	53	8.1%	655	100.0%
Hispanic/Latino	5	27.8%	5	27.8%	4	22.2%	4	22.2%	18	100.0%
Nonresident Alien	1	20.0%	0	0.0%	3	60.0%	1	20.0%	5	100.0%
Unknown	3	33.3%	2	22.2%	3	33.3%	1	11.1%	9	100.0%
All	319	42.7%	242	32.4%	124	16.6%	62	8.3%	747	100.0%
Portland State University										
African American	3	30.0%	1	10.0%	6	60.0%	0	0.0%	10	100.0%
American Indian/Alaskan Native	0	0.0%	3	75.0%	1	25.0%	0	0.0%	4	100.0%
Asian/Pacific American	11	45.8%	6	25.0%	7	29.2%	0	0.0%	24	100.0%
European American	186	52.0%	76	21.2%	70	19.6%	26	7.3%	358	100.0%
Hispanic/Latino	1	12.5%	0	0.0%	5	62.5%	2	25.0%	8	100.0%
Nonresident Alien	1	20.0%	1	20.0%	2	40.0%	1	20.0%	5	100.0%
Unknown	20	35.1%	27	47.4%	8	14.0%	2	3.5%	57	100.0%
All	222	47.6%	114	24.5%	99	21.2%	31	6.7%	466	100.0%
Southern Oregon University										
Asian/Pacific American	2	22.2%	5	55.6%	1	11.1%	1	11.1%	9	100.0%
European American	43	31.9%	52	38.5%	24	17.8%	16	11.9%	135	100.0%
Hispanic/Latino	2	40.0%	2	40.0%	1	20.0%	0	0.0%	5	100.0%
Unknown	0	0.0%	1	20.0%	4	80.0%	0	0.0%	5	100.0%
All	47	30.5%	60	39.0%	30	19.5%	17	11.0%	154	100.0%

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Appendix 2a
Number of Full-Time Instructional Faculty by Rank and Ethnic Group

New and Continuing Faculty
Academic Year 1998–99

(percent in each rank within each ethnic group)

	Professor		Assoc. Professor		Asst. Professor		Instructor/ Lecturer		Total	
	N	% of total	N	% of total	N	% of total	N	% of total	N	% of total
University of Oregon										
African American	2	25.0%	3	37.5%	3	37.5%	0	0.0%	8	100.0%
American Indian/Alaskan Native	0	0.0%	1	20.0%	4	80.0%	0	0.0%	5	100.0%
Asian/Pacific American	4	12.9%	11	35.5%	13	41.9%	3	9.7%	31	100.0%
European American	207	37.9%	167	30.6%	110	20.1%	62	11.4%	546	100.0%
Hispanic/Latino	2	9.5%	7	33.3%	9	42.9%	3	14.3%	21	100.0%
Nonresident Alien	0	0.0%	1	14.3%	4	57.1%	2	28.6%	7	100.0%
Unknown	0	0.0%	0	0.0%	2	100.0%	0	0.0%	2	100.0%
All	215	34.7%	190	30.6%	145	23.4%	70	11.3%	620	100.0%
Western Oregon University										
African American	0	0.0%	1	50.0%	1	50.0%	0	0.0%	2	100.0%
American Indian/Alaskan Native	1	100.0%	0	0.0%	0	0.0%	0	0.0%	1	100.0%
Asian/Pacific American	1	20.0%	2	40.0%	1	20.0%	1	20.0%	5	100.0%
European American	43	31.9%	28	20.7%	59	43.7%	5	3.7%	135	100.0%
Hispanic/Latino	2	66.7%	1	33.3%	0	0.0%	0	0.0%	3	100.0%
Nonresident Alien	0	0.0%	0	0.0%	1	100.0%	0	0.0%	1	100.0%
Unknown	1	11.1%	2	22.2%	5	55.6%	1	11.1%	9	100.0%
All	48	30.8%	34	21.8%	67	42.9%	7	4.5%	156	100.0%
Oregon University System Total										
African American	6	23.1%	5	19.2%	14	53.8%	1	3.8%	26	100.0%
American Indian/Alaskan Native	4	25.0%	4	25.0%	7	43.8%	1	6.3%	16	100.0%
Asian/Pacific American	32	26.0%	43	35.0%	41	33.3%	7	5.7%	123	100.0%
European American	825	41.3%	594	29.8%	404	20.2%	173	8.7%	1,996	100.0%
Hispanic/Latino	13	22.4%	16	27.6%	20	34.5%	9	15.5%	58	100.0%
Nonresident Alien	2	11.1%	2	11.1%	10	55.6%	4	22.2%	18	100.0%
Unknown	24	28.6%	33	39.3%	23	27.4%	4	4.8%	84	100.0%
All	906	39.0%	697	30.0%	519	22.4%	199	8.6%	2,321	100.0%

Note: Percentages may not add up to 100.0% because of rounding
Source: OUS Institutional Research File run from end-of-November payroll

Appendix 2b
Number of Full-Time Instructional Faculty by Ethnic Group and Rank

New and Continuing Faculty
Academic Year 1998–99
(percent in each ethnic group within each rank)

	Professor		Assoc. Professor		Asst. Professor		Instructor/ Lecturer		Total	
	N	% of all	N	% of all	N	% of all	N	% of all	N	% of all
Eastern Oregon University										
American Indian/Alaskan Native	0	0.0%	0	0.0%	1	5.6%	0	0.0%	1	1.4%
Asian/Pacific American	0	0.0%	1	3.6%	0	0.0%	0	0.0%	1	1.4%
European American	22	95.7%	26	92.9%	15	83.3%	3	100.0%	66	91.7%
Hispanic/Latino	1	4.3%	0	0.0%	1	5.6%	0	0.0%	2	2.8%
Unknown	0	0.0%	1	3.6%	1	5.6%	0	0.0%	2	2.8%
All	23	100.0%	28	100.0%	18	100.0%	3	100.0%	72	100.0%
Oregon Institute of Technology										
American Indian/Alaskan Native	0	0.0%	0	0.0%	0	0.0%	1	11.1%	1	0.9%
Asian/Pacific American	0	0.0%	1	3.4%	2	5.6%	0	0.0%	3	2.8%
European American	32	100.0%	27	93.1%	34	94.4%	8	88.9%	101	95.3%
Hispanic/Latino	0	0.0%	1	3.4%	0	0.0%	0	0.0%	1	0.9%
All	32	100.0%	29	100.0%	36	100.0%	9	100.0%	106	100.0%
Oregon State University										
African American	1	0.3%	0	0.0%	4	3.2%	1	1.6%	6	0.8%
American Indian/Alaskan Native	3	0.9%	0	0.0%	1	0.8%	0	0.0%	4	0.5%
Asian/Pacific American	14	4.4%	17	7.0%	17	13.7%	2	3.2%	50	6.7%
European American	292	91.5%	218	90.1%	92	74.2%	53	85.5%	655	87.7%
Hispanic/Latino	5	1.6%	5	2.1%	4	3.2%	4	6.5%	18	2.4%
Nonresident Alien	1	0.3%	0	0.0%	3	2.4%	1	1.6%	5	0.7%
Unknown	3	0.9%	2	0.8%	3	2.4%	1	1.6%	9	1.2%
All	319	100.0%	242	100.0%	124	100.0%	62	100.0%	747	100.0%
Portland State University										
African American	3	1.4%	1	0.9%	6	6.1%	0	0.0%	10	2.1%
American Indian/Alaskan Native	0	0.0%	3	2.6%	1	1.0%	0	0.0%	4	0.9%
Asian/Pacific American	11	5.0%	6	5.3%	7	7.1%	0	0.0%	24	5.2%
European American	186	83.8%	76	66.7%	70	70.7%	26	83.9%	358	76.8%
Hispanic/Latino	1	0.5%	0	0.0%	5	5.1%	2	6.5%	8	1.7%
Nonresident Alien	1	0.5%	1	0.9%	2	2.0%	1	3.2%	5	1.1%
Unknown	20	9.0%	27	23.7%	8	8.1%	2	6.5%	57	12.2%
All	222	100.0%	114	100.0%	99	100.0%	31	100.0%	466	100.0%
Southern Oregon University										
Asian/Pacific American	2	4.3%	5	8.3%	1	3.3%	1	5.9%	9	5.8%
European American	43	91.5%	52	86.7%	24	80.0%	16	94.1%	135	87.7%
Hispanic/Latino	2	4.3%	2	3.3%	1	3.3%	0	0.0%	5	3.2%
Unknown	0	0.0%	1	1.7%	4	13.3%	0	0.0%	5	3.2%
All	47	100.0%	60	100.0%	30	100.0%	17	100.0%	154	100.0%

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Appendix 2b
Number of Full-Time Instructional Faculty by Ethnic Group and Rank

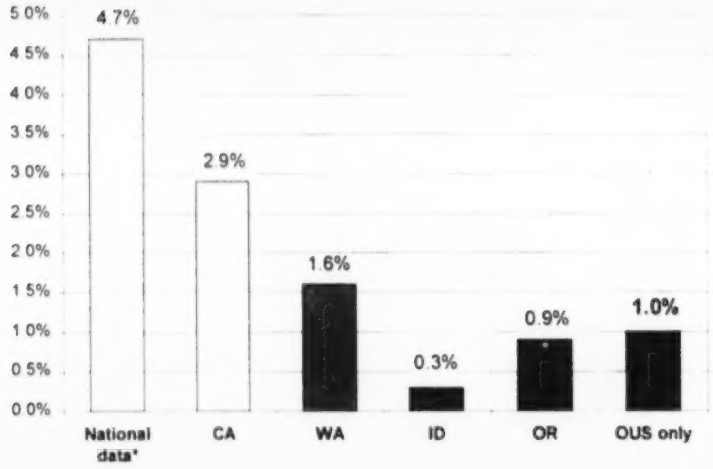
New and Continuing Faculty
Academic Year 1998–99

(percent in each ethnic group within each rank)

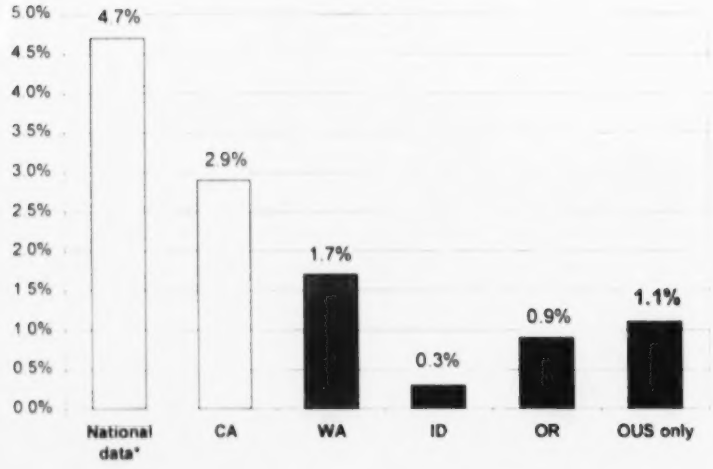
	Professor		Assoc. Professor		Asst. Professor		Instructor/ Lecturer		Total	
	N	% of all	N	% of all	N	% of all	N	% of all	N	% of all
University of Oregon										
African American	2	0.9%	3	1.6%	3	2.1%	0	0.0%	8	1.3%
American Indian/Alaskan Native	0	0.0%	1	0.5%	4	2.8%	0	0.0%	5	0.8%
Asian/Pacific American	4	1.9%	11	5.8%	13	9.0%	3	4.3%	31	5.0%
European American	207	96.3%	167	87.9%	110	75.9%	62	88.6%	546	88.1%
Hispanic/Latino	2	0.9%	7	3.7%	9	6.2%	3	4.3%	21	3.4%
Nonresident Alien	0	0.0%	1	0.5%	4	2.8%	2	2.9%	7	1.1%
Unknown	0	0.0%	0	0.0%	2	1.4%	0	0.0%	2	0.3%
All	215	100.0%	190	100.0%	145	100.0%	70	100.0%	620	100.0%
Western Oregon University										
African American	0	0.0%	1	2.9%	1	1.5%	0	0.0%	2	1.3%
American Indian/Alaskan Native	1	2.1%	0	0.0%	0	0.0%	0	0.0%	1	0.6%
Asian/Pacific American	1	2.1%	2	5.9%	1	1.5%	1	14.3%	5	3.2%
European American	43	89.6%	28	82.4%	59	88.1%	5	71.4%	135	86.5%
Hispanic/Latino	2	4.2%	1	2.9%	0	0.0%	0	0.0%	3	1.9%
Nonresident Alien	0	0.0%	0	0.0%	1	1.5%	0	0.0%	1	0.6%
Unknown	1	2.1%	2	5.9%	5	7.5%	1	14.3%	9	5.8%
All	48	100.0%	34	100.0%	67	100.0%	7	100.0%	156	100.0%
Oregon University System Total										
African American	6	0.7%	5	0.7%	14	2.7%	1	0.5%	26	1.1%
American Indian/Alaskan Native	4	0.4%	4	0.6%	7	1.3%	1	0.5%	16	0.7%
Asian/Pacific American	32	3.5%	43	6.2%	41	7.9%	7	3.5%	123	5.3%
European American	825	91.1%	594	85.2%	404	77.8%	173	86.9%	1,996	86.0%
Hispanic/Latino	13	1.4%	16	2.3%	20	3.9%	9	4.5%	58	2.5%
Nonresident Alien	2	0.2%	2	0.3%	10	1.9%	4	2.0%	18	0.8%
Unknown	24	2.6%	33	4.7%	23	4.4%	4	2.0%	84	3.6%
All	906	100.0%	697	100.0%	519	100.0%	199	100.0%	2,321	100.0%

Note: Percentages may not add up to 100.0% because of rounding.
Source: OUS Institutional Research. File run from end-of-November payroll.

Appendix 3a
Full-Time African American
Instructional/Research/Public Service Faculty
National and Selected Western States Data
(1995–96)



Appendix 3b
Full-Time African American
Instructional/Research/Public Service Faculty
National and Selected Western States Data
(1997–98)



**Includes only public institutions granting four-year degrees or higher in all 50 states and Washington, D.C. Percentages are based on totals that include nonresident aliens and faculty of unknown race. OR data include OHSU.*
Source: OUS Institutional Research, file run from national IPEDS fall staff survey data, 1995 and 1997.

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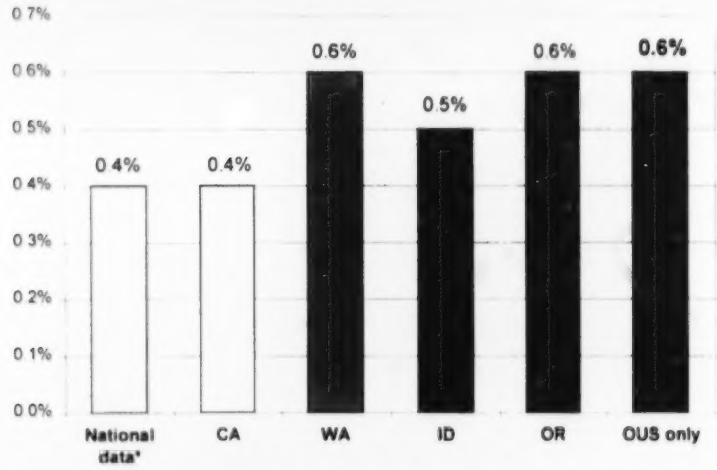
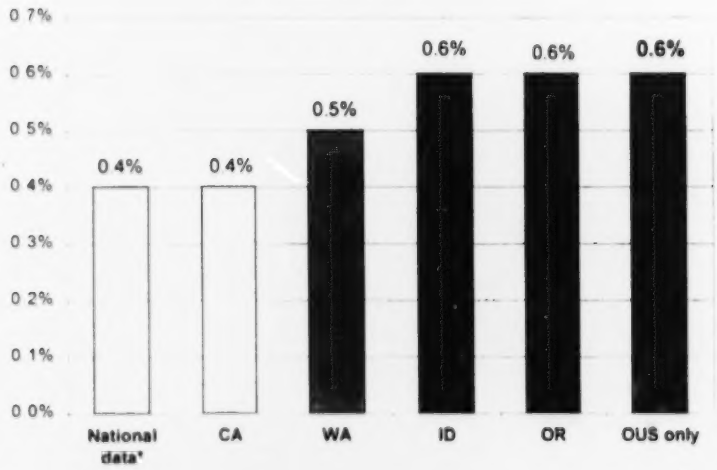
Appendix 4a
Full-Time American Indian/Alaskan Native Instructional/Research/Public Service Faculty
National and Selected Western States Data
(1995–96)



Appendix 4b
Full-Time American Indian/Alaskan Native Instructional/Research/Public Service Faculty
National and Selected Western States Data
(1997–98)



**Includes only public institutions granting four-year degrees or higher in all 50 states and Washington, D.C. Percentages are based on totals that include nonresident aliens and faculty of unknown race. OR data include OHSU.*
Source: OUS Institutional Research, file run from national IPEDS fall staff survey data, 1995 and 1997.

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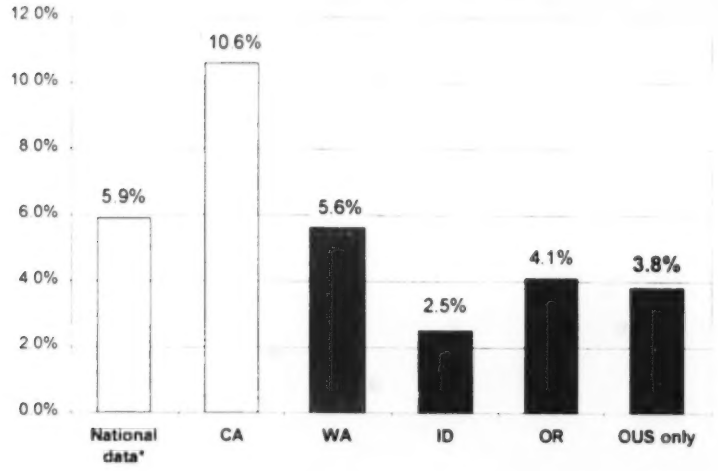
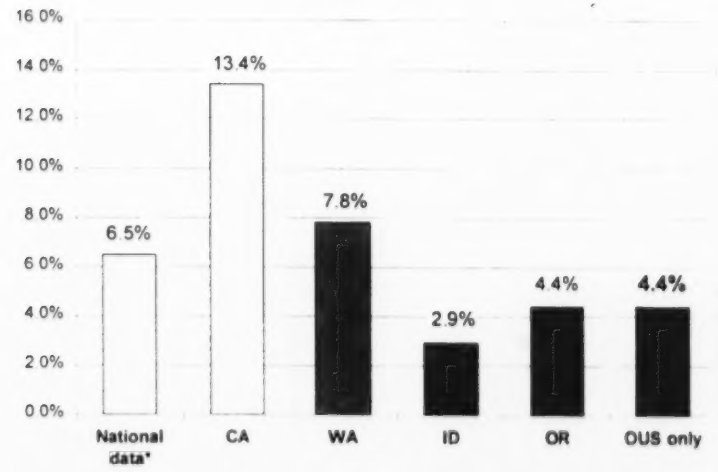
Appendix 5a
Full-Time Asian/Pacific American
Instructional/Research/Public Service Faculty
National and Selected Western States Data
(1995–96)

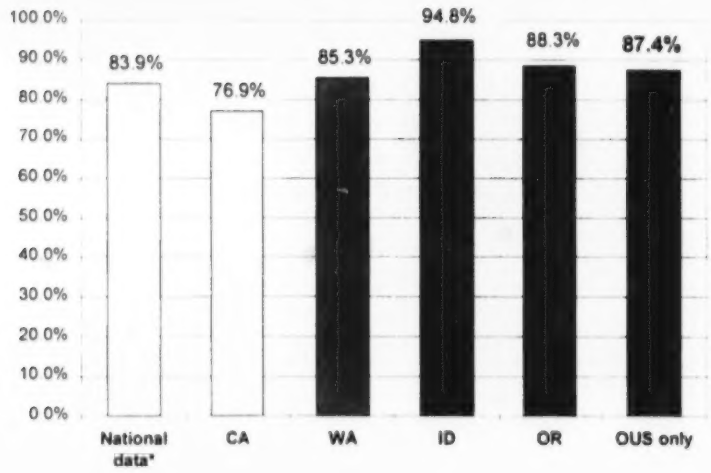


Appendix 5b
Full-Time Asian/Pacific American
Instructional/Research/Public Service Faculty
National and Selected Western States Data
(1997–98)

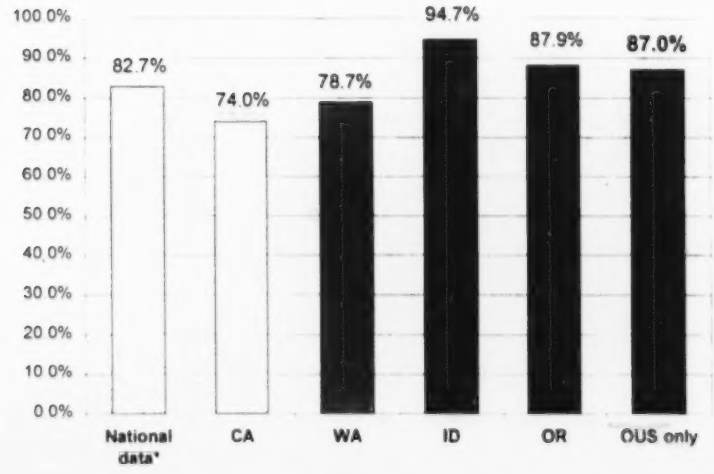


**Includes only public institutions granting four-year degrees or higher in all 50 states and Washington, D.C. Percentages are based on totals that include nonresident aliens and faculty of unknown race. OR data include OHSU*
Source: OUS Institutional Research, file run from national IPEDS fall staff survey data, 1995 and 1997

Appendix 6a
Full-Time European American Instructional/Research/Public Service Faculty
National and Selected Western States Data
(1995–96)

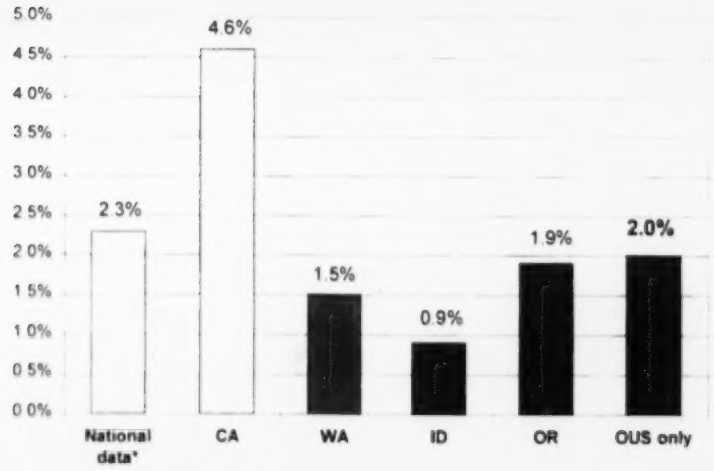


Appendix 6b
Full-Time European American Instructional/Research/Public Service Faculty
National and Selected Western States Data
(1997–98)

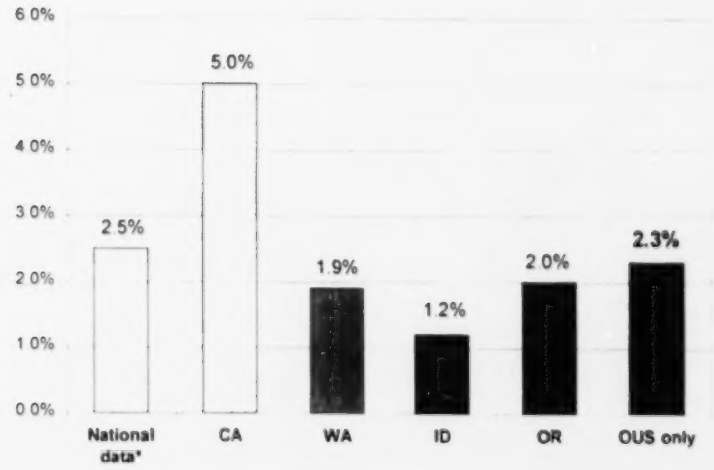


**Includes only public institutions granting four-year degrees or higher in all 50 states and Washington, D.C. Percentages are based on totals that include nonresident aliens and faculty of unknown race. OR data include OHSU.*
Source: OUS Institutional Research, file run from national IPEDS fall staff survey data, 1995 and 1997.

Appendix 7a
Full-Time Hispanic/Latino
Instructional/Research/Public Service Faculty
National and Selected Western States Data
(1995–96)

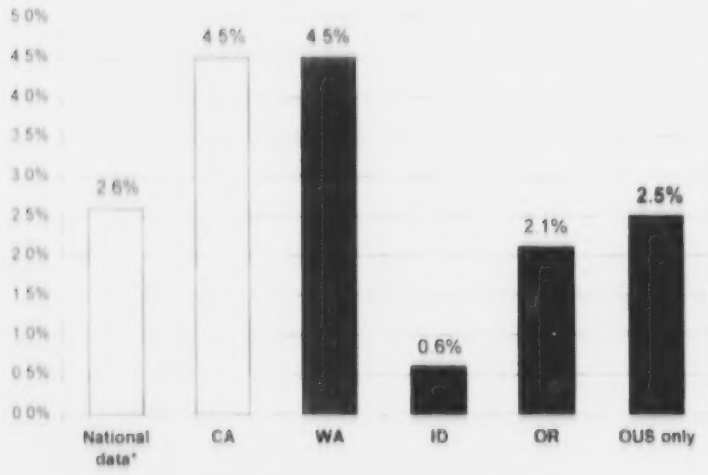


Appendix 7b
Full-Time Hispanic/Latino
Instructional/Research/Public Service Faculty
National and Selected Western States Data
(1997–98)

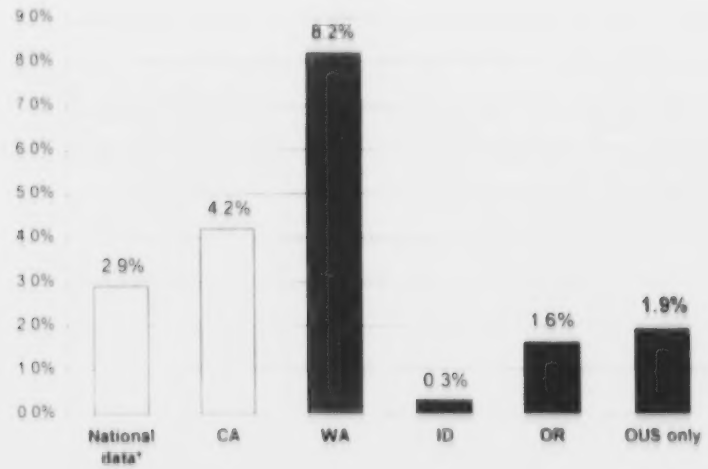


*Includes only public institutions granting four-year degrees or higher in all 50 states and Washington, D.C. Percentages are based on totals that include nonresident aliens and faculty of unknown race. OR data include OHSU.
Source: OUS Institutional Research, file run from national IPEDS fall staff survey data, 1995 and 1997.

Appendix 8a
Full-Time Nonresident Alien
Instructional/Research/Public Service Faculty
National and Selected Western States Data
(1995–96)



Appendix 8b
Full-Time Nonresident Alien
Instructional/Research/Public Service Faculty
National and Selected Western States Data
(1997–98)



**Includes only public institutions granting four-year degrees or higher in all 50 states and Washington, D.C. Percentages are based on totals that include nonresident aliens and faculty of unknown race. OR data include OHSU.*
Source: OUS Institutional Research, file run from national IPEDS fall staff survey data, 1995 and 1997.

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